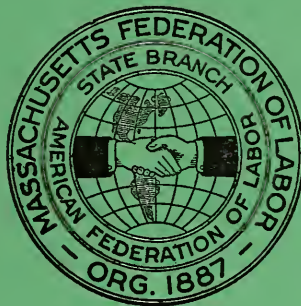


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REPORT
of
Executive Council—Officers—
Committees
of the
MASSACHUSETTS
FEDERATION OF LABOR



72nd Annual Convention

December 3-5, 1958

BOSTON, MASSACHUSETTS

REPORT

of

EXECUTIVE COUNCIL - OFFICERS - COMMITTEES



The officers of the Massachusetts Federation of Labor are pleased to submit herewith this report to the delegates to the 72nd Annual Convention. It includes reports by the President, Vice Presidents, Secretary-Treasurer-Legislative Agent, and the various Standing Committees of the Federation. These reports summarize the activities of the Federation and its officers since the last regular Convention. As in the past, there is also included a resumé of the activities of certain State agencies involved in employer-employee relations. In the concluding pages will be found the Certified Public Accountant's audit of the Federation's financial condition. It represents a detailed analysis of the receipts and expenditures from July 1st, 1957 to *June 30, 1958*, showing the fiscal as well as the numerical structure of the organization. Supplementary audit covering the period July 1st to November 30th, 1958, will be submitted at the Convention.

The officers sincerely hope that the delegates to the 1958 Convention will carefully read and consider the reports and recommendations contained herein. In capsulized form, they represent a year of progressive action as well as a broad program for the future economic well being of the wage earners of Massachusetts and their families.

Since this will be the final convention of the Massachusetts Federation of Labor, as a separate entity, your officers and Executive Council sincerely hope that its deliberations will be progressive, harmonious, and constructive. More than ever before, the delegates to this Convention are confronted with both great responsibilities as well as great opportunities. At the conclusion of the 72nd Annual Convention, the Massachusetts State Labor Council, AFL-CIO, will be created. A Joint Convention of delegates of the Massachusetts Federation of Labor and the Massachusetts State CIO Council will formally establish the new merged state labor organization.

Your officers and Executive Council are confident that this last convention will be in keeping with the sound trade union principles that have been the Massachusetts Federation of Labor's during its glorious record of 72 years of dynamic progress and accomplishment. 30

K. J. KELLEY, *Editor*

OFFICERS

President

JOHN A. CALLAHAN

ELECTRICAL WORKERS, LOCAL 1006, LAWRENCE

Secretary-Treasurer-Legislative Agent

KENNETH J. KELLEY

MEAT CUTTERS UNION, LOCAL NO. 2, HANOVER

Vice Presidents

DISTRICT I

SUFFOLK COUNTY

THOMAS J. RUSH

STREET CARMEN, LOCAL NO. 589, BOSTON

MICHAEL J. NORTON

BUILDING SERVICE EMPLOYEES, LOCAL 397,
BOSTON

DISTRICT II

NORFOLK-PLYMOUTH COUNTIES

OSCAR R. PRATT

CARPENTERS, LOCAL NO. 624, BROCKTON

JOHN F. WIPFLER

STREET RAILWAY EMPLOYEES,
LOCAL NO. 253, QUINCY

DISTRICT III

ESSEX COUNTY

JEREMIAH CALNAN

LABORERS, LOCAL NO. 290, LYNN

MANUEL F. LEWIS

SEAFOOD WORKERS, LOCAL NO. 2,*
GLOUCESTER

DISTRICT IV

MIDDLESEX COUNTY

JAMES A. BROYER

AFSC & ME, LOCAL NO. 612, CAMBRIDGE

JOSEPH D. McLAUGHLIN

STREET CARMEN, LOCAL NO. 589,
CAMBRIDGE

DISTRICT V

WORCESTER COUNTY

A

WILLIAM H. MORAN

STAGE EMPLOYEES, LOCAL NO. 86,
FITCHBURG

B

JAMES P. LOUGHLIN

HOTEL & RESTAURANT EMPLOYEES,
LOCAL NO. 95, WORCESTER

DISTRICT VI

BERKSHIRE-HAMPDEN-FRANKLIN-HAMPSHIRE COUNTIES

EDWARD WALL

FEDERAL LABOR UNION, LOCAL NO. 20291,
CHICOPEE

DANIEL J. LAWLER

FIRE FIGHTERS, LOCAL NO. 648,**
SPRINGFIELD

DISTRICT VII

BRISTOL-BARNSTABLE-DUKE COUNTIES

A

JAMES E. MURPHY

I.B.E.W., LOCAL NO. 224,
NEW BEDFORD

B

ARTHUR ANCTIL

CARPENTERS, LOCAL NO. 1035,
TAUNTON

AT LARGE

HELEN T. O'DONNELL

RETAIL CLERKS, LOCAL NO. 711, MILTON

NEIL MacKENZIE

BRICKLAYERS AT LARGE, BOSTON

Director of Education

FRANCIS E. LAVIGNE

FEDERAL LABOR UNION NO. 22694, BROCKTON

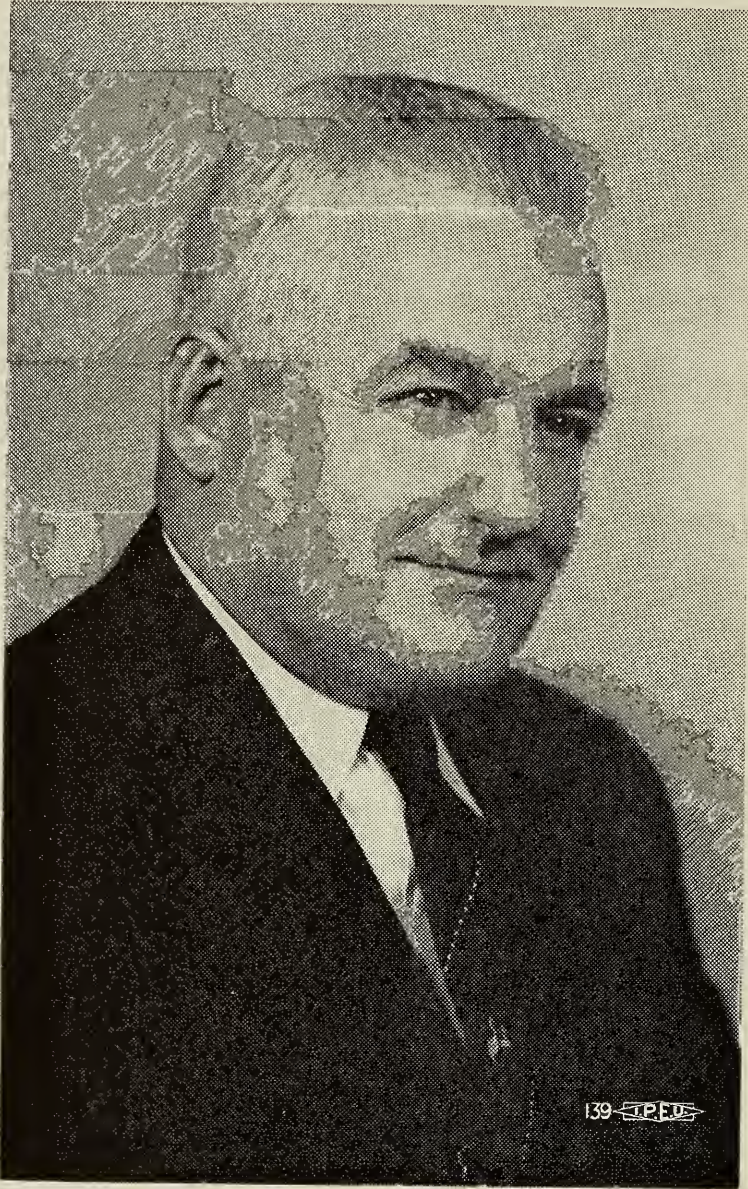
*Appointed November 23, 1957

**Deceased June 29, 1958



Executive Council
Massachusetts Federation of Labor
August 1957-1958

In Memoriam



Daniel J. Lawler

†

JULY 18, 1913 — JUNE 29, 1958

In Memoriam



Daniel J. Lawler

WHEREAS: The Massachusetts Federation of Labor suffered a great loss in the passing on June 29th, 1958, of Vice President Daniel J. Lawler, and

WHEREAS: Daniel J. Lawler won the deep admiration and affection of his colleagues on the Executive Council by his sincerity, courage, and unswerving loyalty, and

WHEREAS: His distinguished service to the Massachusetts Federation of Labor was supplemented by his splendid record as Vice President of the International Association of Fire Fighters; Secretary-Treasurer of Springfield Fire Fighters Union Local No. 648; Vice President of the Springfield Central Labor Union; Employee Representative on the Springfield Municipal Personnel Policy Board; Legislative Representative for the Associated Fire Fighters of Massachusetts; and active participation in many other civic, fraternal, veteran, and social organizations, and

WHEREAS: He devoted himself tirelessly and fearlessly to the labor movement of his state and city and displayed the highest ideals of trade union leadership and integrity, and

WHEREAS: Daniel J. Lawler died as he had lived, gallantly protecting the interests and welfare of his fellow workers and fellow citizens, therefore be it

RESOLVED: That this 72nd Annual Convention of the Massachusetts Federation of Labor assembled in Boston, December 3rd-5th, 1958, stand in silent tribute to the memory of an outstanding and beloved trade union leader, Daniel J. Lawler, and be it further

RESOLVED: That this resolution together with our expressions of deepest sympathy be forwarded to the family of the late Daniel J. Lawler and to the International Association of Fire Fighters AFL-CIO, the Springfield Central Labor Union, and Fire Fighters Union Local No. 648.

Respectfully submitted by,

EXECUTIVE COUNCIL

JOHN A. CALLAHAN, *President*
MICHAEL J. NORTON, *Vice President*
THOMAS J. RUSH, *Vice President*
OSCAR R. PRATT, *Vice President*
JOHN F. WIPFLER, *Vice President*
JEREMIAH CALNAN, *Vice President*
MANUEL F. LEWIS, *Vice President*
JAMES A. BROYER, *Vice President*
JOSEPH D. McLAUGHLIN, *Vice President*
WILLIAM H. MORAN, *Vice President*

JAMES P. LOUGHLIN, *Vice President*
EDWARD WALL, *Vice President*
JAMES E. MURPHY, *Vice President*
ARTHUR ANCTIL, *Vice President*
HELEN TAFE O'DONNELL,
Vice President-at-Large
NEIL MACKENZIE,
Vice President-at-Large
KENNETH J. KELLEY,
Secretary-Treasurer-Legislative Agent

ATTENDANCE RECORD EXECUTIVE COUNCIL MEETINGS

August 1957—December 1958

As required by Article IX, Section I of the constitution, the following is a record of attendance at meetings of the Executive Council since the last convention. There were 15 regular and 1 special meetings between September 11th, 1957 and November 12th, 1958.

	Present	Absent
PRESIDENT, JOHN A. CALLAHAN	14	2
SECRETARY-TREASURER, KENNETH J. KELLEY	16	0
VICE-PRESIDENTS		
<i>District I</i>		
MICHAEL J. NORTON	11	5
THOMAS J. RUSH	10	6
<i>District II</i>		
OSCAR R. PRATT	15	1
JOHN F. WIPFLER	16	0
<i>District III</i>		
JEREMIAH CALNAN	15	1
*MANUEL F. LEWIS	7	5
<i>District IV</i>		
JAMES A. BROYER	15	1
JOSEPH D. McLAUGHLIN	15	1
<i>District V—A</i>		
WILLIAM H. MORAN	16	0
<i>District V—B</i>		
JAMES P. LOUGHLIN	14	2
<i>District VI</i>		
EDWARD WALL	16	0
**DANIEL J. LAWLER	11	0
<i>District VII—A</i>		
JAMES E. MURPHY	16	0
<i>District VII—B</i>		
ARTHUR ANCTIL	15	1
<i>At Large</i>		
HELEN T. O'DONNELL	14	2
NEIL MACKENZIE	15	1

*Appointed November 23rd, 1957.

**Deceased June 29th, 1958.

President's Report

To the Officers and Delegates to the 72nd Annual Convention of the Massachusetts Federation of Labor:

GREETINGS:

As we proceed with the necessary preparations for convening the 72nd and final convention of the Massachusetts Federation of Labor, I, as President of this great organization, realize only too well the important part the State Federation has assumed throughout the years in securing the passage of progressive legislation so beneficial to the citizens of this commonwealth.

Shortly we will be merged with the CIO and, under the banner of AFL-CIO, will represent some 500,000 trade unionists; together we will work unceasingly to continue this important duty.

The past year has been a most trying one for organized labor throughout the country. Due to the attention focused on the hearings in Washington, anti-trade unionists used the findings of such hearings as a means of "*in their opinion*" the necessity of restrictions to curb organized labor. Little, if any, consideration is given by them to the glorious cause of labor and the sincerity and honesty of the great majority of its leaders.

Labor in this state, fully cognizant of the importance of political activities and participation to protect our legislative program will, under capable leadership, work for and in the interest of those who understand and are sympathetic to the aims and desires of labor. Decent wages—good working conditions—housing for the aged—urban renewal—and the right of workers to join unions to act collectively for all, is certainly not the type of a program to be criticized unless by those bent on the destruction of the labor movement.

Presently we find the advocates of "Right to Work" laws working overtime zealously in this attempt to justify the passage of this law in the respective states. We have seen the passage of this anti-labor sweat shop measure in eighteen states but, with the concerted action and activity of our trade unionists, and fairness and understanding of our citizens and those in political life, legislation such as this will not become a reality in Massachusetts. The education of our friends, our associates and our neighbors, to the understanding that a free labor means a free America and that to weaken labor is to weaken America will, I believe, have a decided affect upon the defeat of this unnecessary legislation.

It is our responsibility to keep our people alert, ever mindful of the "Indiana Episode" and the passage of the "Right to Work" law in that great industrial state. The interest of trade unionists can be protected at the bargaining table and we must protect and preserve that means of bargaining for our people, so necessary to the well being of our members and the economy of our state.

There is no need nor desire for the Knowlands, Goldwaters, or others of their ilk in Massachusetts. The pioneers of the labor movement gave to us a heritage to preserve and we as dedicated trade unionists will continue to work for and keep Massachusetts in the forefront as a progressive, liberal, and anti "Right to Work" state.

Election year—1958, a year for labor to determine, by their very acts, those in political life deserving of our support. A study and analysis of their voting record should be scrutinized by all members of labor. In the words of Gomper—"Elect our friends and defeat the enemies of labor."

Following the convention in August, 1957 and in compliance with the constitution, the respective committees were appointed by me and approved by the Executive Council. All committees have carried out their assignments and I want to congratulate them for a job well done. The legislative luncheons and congressional luncheon were conducted by the Committee on Legislation and I recommend their continuance due to the important and constructive discussions at these meetings.

Regional Conferences were held in the respective cities. Secretary-Treasurer-Legislative Agent Kelley, Director of Education Lavigne and I had the opportunity to discuss with the members in the various localities the problems confronting labor and give to them a report of stewardship of the Federation. The attendance at these conferences was most encouraging and I recommend their continuance under the merged organization.

On November 23, 1957, a Special 1-Day Convention was conducted by the Federation. I sincerely anticipated that merger would have been completed by that date. However, no action having been taken by the CIO, I, as your President, felt duty bound to have a Convention Call issued and give to those present a resumé of the Merger meetings held and the proposals from the respective groups. I assured the delegates that the committee from the Federation worked untiringly for the effectuation of an honorable and lasting merger. They are deserving of the unreserved credit for their devotion to duty in the best interest of the Federation and merger in this state.

The convention of the AFL-CIO held at Atlantic City had many Massachusetts delegates in attendance. The huge auditorium, filled to capacity, was the scene of a most important and not to be forgotten convention. A pall of sadness hovered over the convention as the roll was called and certain segments of the organization were expelled from the parent body. The road back, for some, has been slow but steady and I fervently hope that in the not too distant future, these organizations, under capable and faithful leadership, will return to the fold to take their rightful place in organized labor. The burden for the sins of the few must not of necessity be borne by the millions of sincere trade unionists involved.

In March I attended the conference held in Washington, D. C., called by the AFL-CIO under the caption of "Put America Back to Work." President Meany, congressional leaders, Secretary Mitchell and others on the Washington scene addressed the delegates. Meetings were held by groups with their particular congressional delegates and problems on unemployment in the respective areas were discussed. Many addresses were given and received extensive newspaper coverage together with radio and television coverage, but I consider that the Administration in Washington was and is reluctant to act on the most serious unemployment condition. A program of "wait and see" while millions are idle seems to be in order rather than positive action to alleviate the condition.

Long before the Washington meeting, in January, 1958 to be specific, labor in Massachusetts through the columns of the "Reporter" called upon the Massachusetts Legislature to deal with the rising problem of unemployment through direct measures that would increase the purchasing power of the buying public.

At that time upwards of 200,000 people were unemployed and approximately 50,000 had exhausted their unemployment benefits. The need for more adequate workmen's compensation, equalization of the minimum wage law and immediate action of the Legislature in aiding cities throughout the commonwealth with the problem of urban renewal where the availability of Federal funds would provide increased employment in the building trades were some of the proposals recommended to the Legislature. The extension of the duration of benefits in unemployment compensation in this state was due, in no small measure, to our Committee on Social Security and our capable Secretary-Treasurer-Legislative Agent Kelley who is deserving of our continued confidence in his all intelligent and capable handling of our legislative program.

The Department of Education, under the leadership of Director Lavigne has served the Federation in a most gratifying manner. Mr. Lavigne's activity in the field of political education and his presentation, to the students throughout the state, of labor's philosophy has been of great value to the Federation and he should receive the assistance of all trade unionists in this most important phase of organized labor.

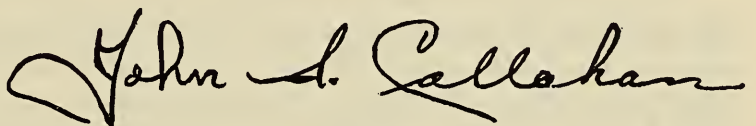
Continued support of the Union Label and Trades Department is of vital concern. I urge all members of organized labor to ask for and demand union made goods and services. The presentation of the union button on the union card is a badge of honor deserving of the patronage of all in order to force from our area the non-union shops and services.

The members of the Executive Council were saddened at the untimely death of Vice President Daniel J. Lawler. A dedicated trade unionist, Dan was beloved by all who knew him. His devotion to the labor movement in general and to the Sixth District in particular was recognized by all. To have known and been associated with him was a most pleasant experience. His gay and carefree manner, his attention to the problems of his area when necessary, will long be remembered by we who served with him as members of the Executive Council.

To the members of the Executive Council for your patience, understanding and assistance given to me throughout my term as President, I am indeed grateful.

To the delegates for being given the privilege of serving you, I shall always be indebted. Cooperation from the Regional office, affiliates throughout the state, and delegates from the Lawrence Central Labor Union where I have served as President for the past 10 years, thank you for your continued assistance and confidence in me. Mrs. Balough, Miss Ryan and Miss Carlson have been most courteous and obliging, to them a most sincere thank you.

Respectfully submitted,

A handwritten signature in dark ink, reading "John L. Callahan". The signature is fluid and cursive, with a large initial "J" and a long, sweeping underline.

President

Vice-Presidents' Reports

District I

To the Officers and Delegates of the 72nd Annual Convention of the Massachusetts Federation of Labor:

GREETINGS:

As one of the Vice-Presidents from District I, I herein submit my report for the past year.

I have attended all meetings of the Executive Council when possible and when I was absent it was because of business for my own Local Union. I have taken an active part in the discussions and deliberations of the Council and I sincerely trust that our conclusions have brought about the desired results for the membership of the trade union movement.

I have been a member of the Massachusetts Highway Safety Committee and have deliberated the issues, considering at all times the welfare of our membership of the various unions.

In addition I have been instrumental in organizing, working jointly with other labor union representatives, but labor's fight is not yet over and we realize there is much work to be done for the future welfare of the trade union movement.

In closing I wish to express my thanks and appreciation to President Callahan, Secretary-Treasurer Kelley, Director Lavigne, members of the Executive Council and to the girls in the offices of the Federation for the help and courtesies during the past year.

To the delegates for giving me the privilege of serving the labor movement I shall be ever grateful.

Respectfully submitted,

MICHAEL J. NORTON

Building Services

Local Union No. 397

Vice-President, District I

To the Officers and Delegates to the 72nd Annual Convention of the Massachusetts Federation of Labor:

GREETINGS:

As a Vice-President of District I, I respectfully submit a summary of my activities for the past year.

The Executive Council, of which I am a member, had many problems, both old and new, to pass upon. I have tried conscientiously to assist in solving the many and complex problems that confronted the Council during the past year, and I sincerely trust that our conclusions have brought about the desired results for our entire membership in the trade union movement. I, personally, have enjoyed serving in this capacity and definitely feel that my attendance at these meetings has been both instructive and educational.

During the past year I have been afforded the privilege by both President John Callahan and Secretary-Treasurer Kenneth Kelley to attend meetings of

various unions, as representative of the Federation. It has also been my pleasure to represent Labor in District I on many civic and social committees; I have tried to conduct myself on each and every occasion in such a manner that Labor's best interests might be served. Through activities such as these, the labor movement, its aims and purposes, may be passed on to those who have little or no understanding of our principles. I have carried out to the best of my ability every assignment given me by President Callahan and Secretary-Treasurer Kelley. I have appeared before many legislative committees at the State House on bills in favor of Labor.

I have been a member of the Massachusetts Highway Safety Committee for the past four years, representing Labor, and have attended all meetings with the exception of the time I spent in the hospital and at home ill. I have enjoyed working with Vice-President Mike Norton on this committee. We are now serving our second appointment of three years. I received an invitation from the White House to attend the President's Conference on Traffic Safety at Atlantic City, and gladly accepted and attended all meetings while there.

I wish to express my deepest sympathy to the family of the late Vice-President Daniel Lawler, a grand husband and father and a real true trade unionist. To the Firefighters of Massachusetts, my deepest sympathy. We, in the labor movement, will all miss Dan.

President John Callahan and Secretary-Treasurer Kenneth Kelley are to be commended for their untiring efforts on behalf of the State Federation of Labor, as well as for the manner in which they have carried on the duties of their respective offices.

I want to thank the delegates for the honor conferred upon me in electing me Vice-President from the First District. I am indeed grateful for this opportunity to serve. I also wish to express my appreciation for the splendid cooperation and assistance given me by the other members of the Executive Council, to Francis Lavigne, our Educational Director, and to the members of the office staff, Frances Balough, Rosemary Ryan, Beverly Carlson and Barbara Windt.

Respectfully submitted,

THOMAS J. RUSH

Street Carmen, Local No. 589

Vice-President, District I

District II

To the Officers and Delegates to the 72nd Annual Convention of the Massachusetts Federation of Labor:

GREETINGS:

Herein is submitted my report as one of your Vice-Presidents from District II.

I have attended as many meetings of the Council as possible and participated in Council activities with a view to the best interests of the greatest number of workers, commensurate with true trade union practice.

My main Committee activity within the Council has been as a member of the Merger Committee. I regret to report that as of the date of writing this report, there has not been much progress made since our Special Convention.

I realize that there must be some "give and take," in order to reach an amicable settlement of the differences that exist, but I do not feel that it is up to the Federation to do all the "giving" and my actions as a member of this Committee have been for the protection of the interests of those whom I represent. I am not going into detail on these matters as I imagine a separate section of the Officers Report will cover the actions of this Committee.

It is with deep regret that I note here the passing of Vice-President Lawler. The Federation has lost one of its most capable and sincere workers. He will be missed by all in the labor movement.

The Brockton area conducted a very successful Regional Conference again this year and the messages brought to the membership through these conferences are invaluable because of the interest aroused in the membership of the affiliated organizations.

We are once again meeting in an election year, one in which labor is still receiving a poor press, and one in which many organizations are doing all in their power to curtail the legitimate activities of unions. This year more than ever, workers must look at the records of elected public officials and their appointees to determine who are their friends. After this determination every member of every organization should enlist the support of their family and friends in electing those people who will protect the interests of working people, by their actions as a public official.

It has been an honor and a pleasure to have served as a Vice-President of this great organization and I trust that my actions have been taken in the best interests of the Federation as a whole.

I wish to express my appreciation to President Callahan, Secretary-Treasurer Kelley, Director Lavigne, the other members of the Council and to the girls in the offices of the Federation for the guidance, help and courtesies extended me during my term of office.

Respectfully submitted,

OSCAR R. PRATT

Carpenters Local No. 624

Vice-President, District II

To the Officers and Delegates to the 72nd Annual Convention of the Massachusetts Federation of Labor:

GREETINGS:

As one of the Vice-Presidents from District II I wish to submit a summary of my activities for the year 1957-1958.

All assignments which have been given to me have been carried out to the best of my ability. I have attended every Executive Board meeting of the Council during my three years as Vice-President. In addition, I have attended all special and committee meetings to which I was assigned, including the Legislative and Political Education meetings.

The delegates from the Quincy-South Shore Central Labor Union assisted me in conducting our Regional Conference. This year was our most successful conference. A dinner was held again after proving to have helped the attendance. President Callahan, Secretary-Treasurer-Legislative Agent Kelley and Educational Director Francis Lavigne gave a most informative report on

their stewardship as heads of the Massachusetts State Federation. The local State Senator and eight Representatives spoke briefly.

I also attended the Brockton Central Labor Union's Regional Conference presided over by my colleague Vice-President Pratt.

I attended the 17th Annual Labor Institute at Amherst and it proved very educational.

What success labor has enjoyed locally on the South Shore could not have been accomplished without the fine assistance from the officers and delegates of the Quincy-South Shore Central Labor Union.

It was my privilege to have attended the 2nd National Convention in Atlantic City. As is well known, three international unions were expelled for one reason or another. It was necessary for your State Federation to also expel from membership the Teamsters, Laundry Workers, and Bakery Workers. These three organizations have contributed much to the growth of the Federation, and although the Laundry and Bakery Workers are affiliating under a new charter it is my hope that the Teamsters will soon be with us again.

Merger with the C.I.O. on the state level has been very disappointing. It is most difficult to blame either side, both having definite ideas on what is right or wrong.

The Executive Council members are doing everything they can to protect the interests of the affiliates of the Federation and will not yield on their position until they are instructed by the convention to do so. This is not to say that we won't be forced to accept merger from the National level. We are willing and ready to compromise but we must maintain some semblance of our current Federation. President Callahan has done an excellent job on this important problem.

May I pause in my report to pay tribute to the passing of Vice-President Daniel J. Lawler of District VI. No man could ever serve the labor movement any better than Brother Lawler. His memory will long be cherished by all that had the privilege to know him.

It has been a distinct honor and privilege to serve with the Board members. I have received splendid co-operation from all. John Callahan our President has served with distinction and dedication in his office. The delegates can be proud of their choice. I have enjoyed his fair and impartial treatment as Chairman of the Executive Council meetings. Secretary-Treasurer-Legislative Agent Kenneth Kelley has completed another tremendous year in the service of the Federation. We can be justly proud to know he represents us on Beacon Hill. Director Francis Lavigne has expanded his department again this year and is recognized throughout the state for his wonderful scholarship programs. This year, with election coming up, I am sure he will be kept busy alerting the union members as to who are labor's friends.

To the girls in the office of the Federation may I express my thanks for the co-operation they have extended to me.

To the delegates for giving me the privilege of serving the labor movement I shall ever be grateful.

Respectfully submitted,

JOHN F. WIPFLER

Bus Operators, Local No. 253
Vice-President, District II

District III

To the Officers and Delegates to the 72nd Annual Convention of the Massachusetts Federation of Labor:

GREETINGS:

I wish to take this opportunity to submit my annual report as a Vice-President from District III.

It is a distinct honor and privilege to serve as a member of the Executive Council of the Mass. Federation of Labor.

I have attended all the meetings of the Executive Council and have to the best of my ability carried out all the duties and assignments of a Vice-President.

As a member of the seven (7) man Committee on Merger between the State AFL and the State CIO, I am sorry to say that on account of certain fundamental differences over the questions of the structure and functions of the new organization, we have not yet merged. However, I am confident that sometime this Fall, a Merger Agreement and new Constitution will have been satisfactorily worked out, which will be in the best interests of all the working people in this great Commonwealth. While the problems of achieving this merger were many and difficult, there are only 2 or 3 left unsolved.

I have attended numerous meetings and other functions of local unions in the Third District and have never refused any union or central body whenever they called upon me for assistance. I also represented the Mass. Federation of Labor at many civic and social affairs.

President John Callahan, Secretary-Treasurer Kenneth Kelley and Director Francis Lavigne are to be commended for the good work and untiring efforts on all matters pertaining to the Federation of Labor. All three are outstanding labor leaders and are a credit to the workers of this State.

To the other Vice-Presidents who serve with me on the Council, I am deeply grateful to them for their help and assistance and for the cooperation extended to me during this past year.

The sudden passing of the late Vice-President, Daniel J. Lawler, came as a shock to me and the other officers of the Council. Dan was a true friend of the labor movement in Massachusetts. To his family and friends all over the State, I extend my sincere sympathy.

Also I want to thank the officers and delegates of the Lynn, Lawrence, Salem and Gloucester Central Labor Unions for their cooperation given me. As a Vice-President, I have found their attitude most helpful and encouraging. My thanks and appreciation also goes to the girls in the Federation office, Mrs. Frances Balough, Rosemary Ryan, Beverly Carlson and Barbara Windt, for their splendid cooperation and assistance given me during the year.

Respectfully submitted,

JEREMIAH CALNAN

Laborers' Local, No. 290

Vice-President, District III

To the Officers and Delegates to the 72nd Annual Convention of the Massachusetts Federation of Labor:

GREETINGS:

As one of your Vice-Presidents from District III, I submit to you the following report.

Having been appointed a Vice-President by the Executive Board to fill the unexpired term of Manuel Pimentel Jr., I want to say it has been a privilege and an honor to serve you.

I have attended most of the Executive Council meetings and the Regional Conference in Lynn.

As the Vice-Mayor of the City of Gloucester, I am the first labor representative in twenty years to be elected to the City Council. I have led the way in the City Council for more pay and better working conditions.

I have on several occasions been to Washington representing labor for the fishing industry. The dangerous flow of imports has forced the industry to seek relief through Congress due to the fact that the industry has been denied relief by the President of the United States on two occasions after the Tariff Commission had recommended this be granted.

The Executive Council meetings have been lively and many times a difference of opinion has occurred. This I found to be for the best interests of labor and may I say that the members of the Executive Council were always looking ahead for the betterment of the labor movement.

In conclusion, may I say that I have enjoyed the meetings of the Executive Council and the assistance given to me by the members of the Board.

To President John Callahan for his capable and dynamic leadership; to Ken Kelley for outstanding services at the State House as our Legislative Agent, and also to Director of Education Francis Lavigne who is doing a splendid job, many thanks. I cannot overlook the assistance given to me by Bob Segal.

To them and the entire staff in the office, I wish to express my sincere thanks and appreciation.

Respectfully submitted,

MANUEL F. LEWIS

Seafood Workers' Union, Local No. 2

Vice-President, District III

District IV

To the Officers and Delegates to the 72nd Annual Convention of the Massachusetts Federation of Labor:

GREETINGS:

As one of your Vice-Presidents from District IV, I submit to you the following report of my activities for the past year.

I attended most of the hearings at the State House and assisted the Legislative Agent Kenneth J. Kelley to the best of my ability. I attended all the Executive Council meetings with the exception of one. I was unable to attend that meeting because I had to appear before the Civil Service Commission on a matter involving one of my members. I have attended all the Regional Conferences except for those that were held while I was at my National Convention in April and May.

At this time I want to thank President Callahan, Secretary-Treasurer-Legislative Agent Kenneth J. Kelley, Educational Director Francis Lavigne and all the other Vice-Presidents for the many times that I have called upon them for their assistance. I want to thank the officers of the Central Labor Unions in Boston, Cambridge, Lowell and Quincy for the help and assistance they have

given to me and my locals. I feel at this time that I should pay my respects to our deceased Vice-President Daniel J. Lawler. In my fourteen years as a union officer never have I known anyone more sincere or more conscientious towards his fellow worker. It has been said, and is still being said, Public Employees will have to look long and hard to find Danny Lawler's equal.

I want to thank the girls in both offices for the many courtesies extended to me in the past year.

To the officers of my local and the officers of the Mass. State Council of the A. F. of S.C.&M.E. I give my thanks for the many favors they have extended me. To the delegates for giving me the privilege of serving the labor movement and as a Vice-President of the Fourth District I shall be ever grateful.

Respectfully submitted,

JAMES A. BROYER

A.F.S.C.&M.E.—Local No. 612

Vice-President, District IV

To the Officers and Delegates to the 72nd Annual Convention of the Massachusetts Federation of Labor:

GREETINGS:

As one of your Vice-Presidents from District IV, I submit to you the following report of my activities during the past year.

I attended many hearings, before legislative committees, at the State House, on bills sponsored by the Massachusetts Federation of Labor. As this is being written, it does not appear that we are to have an overly successful session. Some of our legislative efforts will receive favorable action, more will be defeated. But most important, is the fact that we will not lose ground, due mainly to the ability of our Legislative Agent Ken Kelley. From my observations, I am firmly convinced that we have a more capable spokesman in Ken Kelley appearing before the various legislative committees than any other organized group no matter what their category.

I attended the Labor Institute held at the State College in Amherst, Massachusetts. I believe it was one of the best ever held. The subjects, as usual, were timely and the speakers were people who are recognized authorities in their field. I must also add that the class sessions and the dining arrangements could not be improved upon. Director Francis Lavigne is to be congratulated, not only for the interesting program but for the sincere manner in which he made everybody feel welcome and comfortable.

I attended the Regional Conferences held by the Central Labor Unions of Lowell and Cambridge. The attendance at these meetings was the best in some time. I believe that we should exert greater effort to induce more members of our local unions to attend these affairs. The intelligent presentation of the State Federation's program as presented by President Callahan, Ken Kelley and Frank Lavigne is a good opportunity for our members to keep informed on what is being accomplished between conventions.

During the past year, I have attended meetings and other functions of local unions in the Fourth District. I have always cooperated with any union whenever they called upon me. In my capacity as Liaison Officer with the United Fund of Metropolitan Boston, I am very happy to report that I have been able to assist many of our members in various ways. I urge all members

of our unions in the Metropolitan Boston area to contact the United Fund, Boston, whenever they may need assistance in solving problems regarding their, or their families, health or social welfare. I also urge all members to support the United Fund or Community Chest in their areas and to serve willingly on the various committees of these organizations.

I deeply regret the death of Vice-President Daniel J. Lawler of the Sixth District. Dan was a true and loyal friend and a dedicated labor man. His passing is mourned by every member of the Executive Council. His loss will be sorely felt by his own local union, his state and national organization and the Springfield Central Labor Union. To his family and all Fire Fighters in this State I extend my sincere sympathy in their loss.

It is sad for me to also report the passing of George Cotter, also a Fire Fighter. He was a past President of his local union and of the Massachusetts Association of Fire Fighters. At his passing he was serving his third term as President of the Cambridge Central Labor Union. The loss of his leadership and dedicated work will be deeply felt by the delegates to that organization.

During the past year, I attended all meetings of the committees on which I served. I also attended many functions as the representative of the Massachusetts Federation of Labor.

I wish to call the attention of the delegates to the splendid public relations and advancement of our organization under the leadership of President John Callahan. President Callahan has been tireless in his efforts to promote our cause. He has never refused an invitation to appear at any affair, in whatever part of the State, if it was physically possible to do so. His conduct as presiding officer at the Executive Board meetings left nothing to be desired. He has the complete respect and confidence of the entire Board.

To Secretary-Treasurer-Legislative Agent Ken Kelley, I wish to extend my sincere thanks for the full cooperation he has given to me whenever I have asked for his assistance. And, also, for his aid in encouraging new affiliations to join our organization.

To Director of Education, Francis E. Lavigne, my deep appreciation for the help he has given to me during the past year. I also wish to express my admiration for the manner in which he conducts the affairs of his office.

In closing I wish to thank my co-worker in the Fourth District, Jim Broyer, for his cooperation. And to the girls in the office, Frances Balough, Rosemary Ryan, Beverly Carlson, Mrs. Velleman and Barbara Windt, my sincere thanks for their many courtesies.

Respectfully submitted,

JOSEPH D. McLAUGHLIN

Street Carmen, Local No. 589

Vice-President, District IV

District V-A

To the Officers and Delegates to the 72nd Annual Convention of the Massachusetts Federation of Labor:

GREETINGS:

As one of your Vice-Presidents from District V, I submit to you the following report of my activities for the past year.

It is a distinct honor and privilege to serve you as a member of the Executive Council of the Massachusetts Federation of Labor.

I have attended all meetings of the Executive Council, I have carried out all duties and assignments in a sincere and conscientious manner.

I have attended many hearings at the State House on bills that were filed by our Legislative Agent Kenneth Kelley in behalf of our Federation. I take this opportunity to compliment our Legislative Agent, whose clear and concise presentation of the Federation's Legislative program before various committees, reflects great credit to our organization.

I have visited a number of unions in the district and also have talked to many that are not affiliated with the Federation of Labor. It is my opinion that a great many of the locals in the State do not realize the efficient and well-managed office which the State Federation of Labor maintains and the valuable assistance and information that can be obtained from it on any matter pertaining to labor.

I am happy to report that I was able to bring two new locals into the Federation since my last report.

As of this date I am contacting all locals affiliated with our Federation who are in arrears in their per capita. I am drawing their attention to the need for prompt payment so they will remain members in good standing.

The sudden passing of the late Dan Lawler came as a shock to me and the other officers of the Council. Dan was a true friend of Labor. To his family and friends all over the state my sincere sympathy.

In conclusion I commend President John Callahan for his capable and fine leadership, also Director of Education Francis Lavigne for the great work that he has done. I also wish to commend Kenneth J. Kelley for the outstanding work he has done up at the State House the past year; he has done a wonderful job for us.

I wish to thank the girls in the Federation office for their many kindnesses to me. I want to thank also, the delegates to the 1957 convention who elected me as a Vice-President. I also want to thank the delegates to the Fitchburg Central Labor Union for the many kindnesses they have shown me. In all my actions I have tried to keep their best interests in mind and to do everything that I could to help them.

Respectfully submitted,

WILLIAM H. MORAN

Stage Employees and Motion Picture

Operators, Local 86

Vice-President, District V-A

District V-B

To the Officers and Delegates to the 72nd Annual Convention of the Massachusetts Federation of Labor:

GREETINGS:

Herein I submit my report as a Vice-President of District V.

It is an honor and privilege to serve as a member of the Executive Council of the Massachusetts Federation of Labor, and to bring to you this report.

In the past, I have attended as many meetings in the State House and Legislative Meetings as I possibly could, and have tried to do the best for the members of the Federation of Labor to the best of my ability.

It has indeed been a pleasure to again serve under the leadership of our great John Callahan.

As I stated at the 71st Convention, John Callahan is the best leader the Federation has had, and I again make the same statement. I know that other members of the Federation will agree with me that John Callahan at all times, has been interested in the best that we could secure for our membership.

Secretary-Treasurer and Legislative Agent Ken Kelley is without a doubt, the best we could have to do the job for us. Ken at all times, has tried to keep in close contact with the officers to bring to them the latest news of what is happening with the politicians, Governor, the U. S. Senators and Congressmen. He is to be congratulated for the way he keeps us well informed and up to date.

Francis Lavigne is doing a marvelous job in keeping our political actions and duties. Frank gets to us at all times, the things we want to know.

I want to thank all concerned for the scholarship awarded to a little girl in my district for the second straight year.

We are sorry in the passing of our late Brother Daniel Lawler. The demonstration at the burial was an indication of the high regard everyone had for late Brother Lawler.

I want to thank the girls in the Federation office for the help and co-operation they have shown me.

Respectfully submitted,

JAMES P. LOUGHLIN,

Hotel, Restaurant and Bartenders

Union, Local No. 95

Vice-President, District V-B

District VI

To the Officers and Delegates to the 72nd Annual Convention of the Massachusetts Federation of Labor:

GREETINGS:

Herewith I submit my report on my activities as one of your Vice-Presidents from District VI.

This year's Executive Council meetings were the most historical ones in many years. We were faced with many difficult problems. The one of utmost importance to all affiliates of the State Federation was the merger negotiations with the Congress of Industrial Organizations. At the writing of this report, merger was not resolved. The Merger Committee under the guidance of President John Callahan and Secretary-Treasurer Kenneth Kelley did an outstanding job of attempting to reach an honorable and justifiable conclusion of the merger problem. Many concessions were offered by our Committee including President Callahan's offer to give the Presidency to the Congress of Industrial Organizations despite the fact that we were in majority as far as numerical strength of both organizations was concerned. The Executive Council voted unanimously not to go along with President Callahan's suggestion. The Merger Committee deserves a word of praise for the unselfish and intelligent manner in which they have conducted our merger negotiations.

During the past year I have attended all Executive Council meetings and regional conferences conducted in our District. The attendance at these conferences was fair; however, there certainly is plenty of room for improvement as far as attendance is concerned. It certainly is not the fault of the officers or Presidents of the Central Labor Unions. They deserve credit for their patience and efforts in attempting to promote a more progressive organization. Kenneth Kelley, John Callahan and Francis Lavigne did a terrific job of reporting on their activities for the past year in behalf of organized labor.

I attended many meetings of local unions in the area as well as contacting disaffiliated unions for non-payment of per capita tax, stressing the importance of being affiliates of the State Federation of Labor. In some instances I have been successful in convincing some of the locals to affiliate. I also attended this year's Labor Institute at Amherst. Having attended all the previous Institutes since its inauguration, I can truthfully report that this year's Institute proved to be the best ever. Director Lavigne did an excellent job of arranging a very interesting and educational program.

You will note on roll call vote I voted in opposition to expel the Teamsters International Union from the State Federation of Labor. The reason for my action was that for 50 years the rank and file teamsters have been the best friends the unions have had in the house of labor. In hundreds of cases in many cities and towns their drivers respected our picket lines which helped win many strikes. To vote to expel so many who have done so much in behalf of many unions would have violated principles of sidewalk solidarity which is extremely important to every one of our locals within the State. I do not wish to have this action and statement construed to mean that I condone or favor corruption in a labor movement for I am definitely opposed to the existence of such.

During the year I submitted a resolution to the Executive Council opposing President Eisenhower's five-year extension of the Reciprocal Trade Bill which would give him unlimited power to reduce the tariffs by 25% in the next succeeding five years. Already too many of our workers lost their jobs due to cheap foreign imports and unfair competition. The resolution was adopted and forwarded to all Congressmen. It was not as strong as I would have liked it to be. The American Federation of Labor and Congress of Industrial Organizations called for the passage of the Administrative Bill, at the same time expressing favor to include special assistance for communities in industries and workers who might be adversely affected by increased imports.

There was one serious strike in my area that went approximately seven months between the Bartenders Union Local 116 of Chicopee and a liquor establishment. After many unsuccessful attempts to settle the dispute by the State Conciliation Service, I contacted the officers of the Union and employers and arranged for a meeting with both parties. After several meetings I was fortunate to bring about a settlement acceptable to both parties. I want to thank the officers of Local 116 and James Falvey, President of the Musicians Union, for their cooperation in this connection.

I was also instrumental along with Joseph Tomaszek, Field Representative from the Regional Office, in having the Westfield Laundry and Dry Cleaners International Union secede from the expelled International Laundry Workers Union. I am happy to report that they are now an affiliate of the new Laundry Workers and Dry Cleaners International Union AFL-CIO. Both Organizer Tomaszek and myself worked in conjunction with John Donovan, who is now

a Vice-President of the new International Laundry Union, in bringing this organization into the American Federation of Labor and Congress of Industrial Organizations.

I would appreciate having this report considered a joint report of myself and of our deceased brother and my co-Vice-President, Daniel Lawler. The untimely death of Danny Lawler came as a deep shock to many of us and he will be missed by all. He was a man of the greatest humanity. He had a distinguished record in the labor movement. Under his skillful and arduous leadership his Local became one of the most efficient in the area. He was one of the truly great servants of labor, a man of integrity and impartiality. As a labor leader and as a man he built a temple of honor and virtue of industry and unselfish devotion to duty. He was a devoted husband to his wife and a very affectionate father to his two children. In the passing of Dan Lawler I have lost a great and true friend whose counsel and wisdom have meant so much to me over the past number of years. It is with the deepest sorrow and grief that I witness his passing.

In conclusion I wish to sincerely express my appreciation to all delegates for granting me the opportunity to once again serve on the Executive Council. I would also like to express my gratitude to the girls in the Federation office, President John Callahan, Secretary-Treasurer Kenneth Kelley and Vice-Presidents of the entire Executive Council for the courtesies and cooperation extended to me during the past year. It was a privilege and an honor to have worked with all of them.

Respectfully submitted,

EDWARD WALL

Bicycle Workers Federal Labor
Union, No. 20291

Vice-President, District VI

District VI

Vice President Daniel J. Lawler

Deceased June 29, 1958

District VII-A

To the Officers and Delegates to the 72nd Annual Convention of the Massachusetts Federation of Labor:

GREETINGS:

Herewith I submit my report as Vice-President from District VII-A.

I have attended all the regular meetings and special meetings of the Council; also attended hearings at the State House and have contacted Senators and Representatives asking for their assistance on all bills presented by the Massachusetts Federation of Labor.

In District VII-A, a Regional Conference was held, sponsored by the New Bedford Central Labor Union. There was an attendance of over 200 and they

were presented with speakers, music and a buffet lunch. President Callahan, Kenneth Kelley our very fine Legislative Agent, and our Director of Education Francis Lavigne gave fine reports of their activities as officers of the Massachusetts Federation of Labor. Many Representatives from the District attended.

I also attended the AFL-CIO Building Trades Convention held in Atlantic City in December, 1957 and also the AFL-CIO Building and Construction Trades Conference held in Washington, D.C., in March, 1958.

In conclusion I wish to repeat what I have stated before, we are indeed fortunate in having John Callahan as our President, Kenneth Kelley our most efficient Legislative Agent and Francis Lavigne, Director of Education. I wish to extend a "thank you" to the girls in the office of the Federation for their helpful service given to me during the past year.

I also wish to extend my appreciation to my fellow officers and vice-presidents for their co-operation and courtesies extended to me at the Executive Council meetings during the year.

Lastly, my sincere thanks to all members and delegates of the Massachusetts Federation of Labor for the honor and privilege of serving as your Vice-President of District VII-A.

Respectfully submitted,

JAMES E. MURPHY

Electrical Workers, Local No. 224

Vice-President, District VII-A

District VII-B

To the Officers and Delegates to the 72nd Annual Convention of the Massachusetts Federation of Labor:

GREETINGS:

The following is a brief report of activities in District VII-B.

This area during the past year was seriously affected by recession. Many plants curtailed employment; others operated only 3 and 4 days a week and several have gone out of business. This has caused much hardship to some of our locals. Foreign imports also contributed to this condition, particularly in the needle trades. The outlook for the coming year is not much brighter.

I have attended hearings at the State House and urged our Representatives and Senator to vote for our labor legislation. Also I assisted locals in the area when requested.

I attended all meetings of the Executive Council and assisted, in every way I could, our hard working officers and Council members, in behalf of the Federation.

May I express my sincere thanks to President Callahan, Secretary-Treasurer Kelley, Director Lavigne, the members of the Executive Council for their help and advice which was most helpful to me during my first term of office. I wish to thank all of you for the honor of serving you as Vice-President of District VII-B.

Respectfully submitted,

ARTHUR ANCTIL

Carpenters Local No. 1035

Vice-President, District VII-B

At Large

To the Officers and Delegates to the 72nd Annual Convention of the Massachusetts Federation of Labor:

GREETINGS:

As Vice-President-at-Large, I submit herewith a brief report. It has been an honor and privilege to serve as a member of the Executive Council of the Massachusetts Federation of Labor and I have tried to carry out the duties in a most sincere and conscientious manner at all the Council and special meetings.

I have attended several hearings at the State House at which our most able Legislative Agent Ken Kelley has done a wonderful job on the bills filed by him on behalf of the Federation.

I attended, for the fourth time, the National Legislative Conference of the Building and Construction Trades Department held March 3-6, 1958 at the Sheraton Park Hotel, Washington, D.C.

A delegation of over 100 from the Building Trades unions of Massachusetts attended a meeting, arranged by James P. Meehan and John Deady, in the Senate Office Building on March 4, 1958. We were informed by both Senators that they agreed to the amendments that we were asking for. Several Massachusetts Congressmen also agreed with our viewpoint on amendments to the Taft-Hartley Law. We of the Building Trades industry look forward to the passing of the provisions contained in S. 3810.

We have had good fortune in the appointment of Joseph T. Dyer, former Business Agent of the Bricklayers Union No. 6, Worcester, Massachusetts, to the high position of Regional Director of the Building Trades Department AFL-CIO.

In conclusion, I wish to extend my sincere thanks to our President, John A. Callahan; Secretary-Treasurer-Legislative Agent, Kenneth J. Kelley; Director of Education, Francis E. Lavigne; to the entire Executive Council, along with the office staff. I wish to extend my deep regrets in the passing recently of our beloved Vice-President from the Springfield area, Dan Lawler.

Respectfully submitted,

NEIL MacKENZIE

Bricklayers at Large
Vice-President-at-Large

To the Officers and Delegates to the 72nd Annual Convention of the Massachusetts Federation of Labor:

GREETINGS:

In looking back over the past year since my last report I find that my efforts were concentrated in two areas—merger negotiations and contract negotiations for my local which were long and arduous.

The Merger Committee of which I am a member, has worked assiduously to bring about an honorable merger in Massachusetts. However, in the final analysis, both sides found it necessary to submit three issues before President Meany for clarification. We meet on August 12 with the representatives of President Meany and hope at that time our differences will be reconciled.

I wish to express my appreciation to the other members of the Merger Committee for a most rewarding experience. Every member of this committee gave of his time and efforts in a spirit that was most commendable even under the most trying circumstances. I must also express my respect for our counterparts of the CIO who were, to say the least, most formidable opponents.

At the recommendation of the Executive Council I have been serving as a member of the Clerical, Technical and Similar Occupations Wage Board of the Minimum Wage Board of the Commonwealth of Massachusetts, Department of Labor and Industries. I sincerely hope the result of these deliberations will mean a realistic minimum wage for the people covered under this order and a true overtime rate which, if it is accomplished, will be the first of its kind in any state minimum wage order in the United States.

The passing of our beloved brother Dan Lawler was a striking blow and one from which the Massachusetts Federation of Labor will not quickly recover. The Executive Council will not soon or easily forget this gay, cheery, big man with the quick laughter and equally quick sympathy for his fellow man.

We are again in an election year and I can only hope that the delegates to this convention will remember when they go to the polls, the only important thing any laboring man or woman should remember, "Reward your friends—defeat your enemies." Labor has suffered sufficiently in the past two years—do not send into Congress or to the Massachusetts Legislature representatives who, by their voting record, have proven to be our enemy. We need friends in these trying times and one should give our very able Legislative Agent, Ken Kelley, the support he needs to have enacted into law the legislation you desire and to defeat the type of legislation submitted which is not in the interest of the working man or woman.

I sincerely hope that as your elected representative I have upheld, by my every action, the dignity and tradition of our Federation because it has been a great honor and privilege to serve you.

To President John Callahan, Secretary-Treasurer-Legislative-Agent Kenneth Kelley and the personnel at the Federation office, Mrs. Balough, Miss Ryan and Miss Carlson, I offer my sincere appreciation for the many courtesies extended to me.

Respectfully submitted,

HELEN TAFE O'DONNELL

Retail Clerks, Local No. 711

Vice-President-at-Large

ROLL CALL VOTES OF EXECUTIVE COUNCIL

Article X, Section 15, of the constitution requires that roll call votes taken at Executive Council meetings shall be published in the Officers' Report to the Annual Convention. The following roll call votes took place during the past year:

Vacancy in District III

November 23, 1957—A roll call was requested on the appointment, submitted by President Callahan, of Manuel Lewis, Seafood Workers Union, Gloucester, as vice president in District III to fill the vacancy caused by the resignation of Manuel Pimentel, Jr.

Voting YES: President Callahan, Secretary-Treasurer Kelley, Vice Presidents Rush, Pratt, Wipfler, Broyer, McLaughlin, Wall, Murphy, Anctil, O'Donnell, and MacKenzie.

Voting NO: Vice Presidents Norton, Calnan, Moran, Loughlin and Lawler.

ABSENT: None.

The appointment of Manuel Lewis was confirmed 12 to 5.

Compliance with Directives of President Meany to Disaffiliate Expelled International Unions

December 27, 1957—A roll call was requested on the motion to postpone, until February 12th, compliance with three directives from President George Meany dated December 20th, instructing state and central bodies to disaffiliate local unions of the International Brotherhood of Teamsters, Laundry Workers International Union and Bakery and Confectionery Workers International Union.

Voting YES: Vice Presidents Pratt, Wipfler, Broyer, Moran, Loughlin, Wall and Lawler.

Voting NO: Vice Presidents Calnan, Lewis, McLaughlin, Murphy, Anctil, O'Donnell, MacKenzie, Secretary-Treasurer Kelley and President Callahan.

ABSENT: Vice Presidents Norton and Rush.

Motion defeated 9 to 7.

A roll call was requested on the motion to comply with the directives of President Meany on the above-mentioned unions.

Voting YES: Vice Presidents Wipfler, Calnan, Lewis, McLaughlin, Murphy, Anctil, O'Donnell and MacKenzie, Secretary-Treasurer Kelley and President Callahan.

Voting NO: Vice Presidents Pratt, Broyer, Moran, Loughlin, Wall and Lawler.

ABSENT: Vice Presidents Norton and Rush.

Motion adopted 10 to 6.

May 14, 1958—A roll call was requested on the motion to postpone the issuance of the Call for the 72nd Annual Convention until after the June 3rd Merger Committee Meeting.

Voting YES: President Callahan, Secretary-Treasurer Kelley, Vice Presidents Norton, Pratt, Wipfler, Calnan, Lewis, Broyer, McLaughlin, Moran, Loughlin, Wall, Lawler, Murphy, Anctil and MacKenzie.

Voting NO: None.

ABSENT: Vice Presidents Rush and O'Donnell.

Motion adopted unanimously.

Report of Delegate to 1957 AFL-CIO Convention

To the Officers and Delegates to the 72nd Annual Convention of the Massachusetts Federation of Labor:

Greetings:

Because of the fact that merger had not taken place in Massachusetts, our Federation's delegate, like other unmerged state organizations was, by ruling of the AFL-CIO Executive Council, accredited only as an observer at the Second Constitutional Convention of the AFL-CIO that convened in Atlantic City, New Jersey on December 5, 1957.

Since the founding convention of the AFL-CIO in New York, December, 1955, the problems and progress of the united labor movement had greatly increased. After 20 years of division in the American labor movement, bringing 135 national and international unions representing 16 million workers into one national trade union center was a most challenging task for President George Meany and the AFL-CIO Executive Council.

President Meany in his stirring, soul-searching opening address summarized the situation as follows: "I can assure you we have encountered all the difficulties and all the problems that we anticipated, and many, many more difficulties which we could not at that time foresee . . . so we meet here today, just 2 years later, to review our experiences for the purpose of using whatever knowledge we have gained to meet future problems."

Having set this sombre note for the convention deliberations, and for his strong and effective leadership of the merged organization, President Meany was accorded a tremendous standing ovation by the 1,200 delegates and the thousands of others who were present at the opening session in the municipal Convention Hall.

Succeeding speakers included Secretary of Labor, James P. Mitchell; National Commander of the American Legion, John S. Gleason, Jr.; President of the American Red Cross, General Alfred N. Gruenther; and many other notable leaders from both the United States as well as European countries.

Many important resolutions, reports and recommendations of various AFL-CIO Committees and Departments were submitted to the convention delegates for their consideration and implementation. The 71st Convention of the Massachusetts Federation of Labor instructed its delegate to the national convention of the AFL-CIO to introduce a resolution giving state labor organizations representation by 2 delegates at national conventions. As has already been explained above, your delegate was precluded from having this resolution officially accepted. However, since I had sent copies of it to the other 47 State Federations asking their support, our resolution was introduced by the delegate from the Kansas State Federation of Labor, AFL-CIO, an accredited delegate. Unfortunately, the resolution for larger representation from state organizations was non-concurred in by the Resolutions Committee and accordingly, state central bodies are still entitled to only 1 delegate to national conventions.

The weather at Atlantic City, both inside and outside the convention hall, was gloomy, murky and inclement. I don't know what Atlantic City is like in

the summertime, but from December 5th through December 12th it certainly left a lot to be desired. Snow, fog, rain, cold, and precious little sunshine, to say nothing of the grim business confronting the convention, had a most depressing effect upon the convention delegates.

There were over 100 delegates or observers from Massachusetts in attendance, all of whom were keenly interested in the convention proceedings, particularly as to their impact on the labor movement in Massachusetts. Naturally, as an unmerged state organization, we anticipated that some definite procedure and timetable for effectuating merger in our state would be decided at the convention. A resolution investing President George Meany with the authority to become the administrator of mergers, including revocation of charters was submitted and adopted. President Meany commented that compulsion would be resorted to only after all other methods had failed. He outlined a plan for dividing members of the Executive Council into pairs to work in states where the mergers had not been completed.

Overshadowing the many other important matters confronting the convention, was the report of the Committee on Appeals dealing with the question of the International Brotherhood of Teamsters, the Bakery and Confectionery Worker's International Union, and the Laundry and Dry Cleaning Worker's International Union. The specific question submitted to the delegates was concurrence in the suspension of these 3 internationals that had been voted by the AFL-CIO Executive Council some months previously, and the further question of expelling these 3 internationals from the AFL-CIO.

The Teamsters' case was taken up first, on Friday, December 6th. The debate and discussion that took place was most exciting and dramatic. In addition to Teamsters' Vice President Einar Mohn, and Boston's own John English, Secretary-Treasurer, the presidents or principal executive officers of a number of other international unions, spoke eloquently and effectively against the drastic action recommended against this, the largest and most powerful union in the AFL-CIO. Despite the lengthy and thought-provoking debate, it was apparent from the start that the convention would uphold President Meany and the Executive Council in their reluctant decision to expel the Teamsters. The actual vote was more decisive than anticipated—10,458,598 to 2,266,497. It was with heavy hearts that the delegates left the convention hall on that fateful Friday afternoon feeling that they had no choice but to deal corruption in the labor movement a knockout blow, but disturbed by the future implications of their actions.

After the overwhelming support of President Meany and the AFL-CIO Executive Council in the Teamsters' case, it was a foregone conclusion that the Bakery and Confectionery Workers and the Laundry Workers International Unions would be expelled by an even more decisive margin. Their cases were taken up on Monday, December 9th and Wednesday, December 11th, respectively, and were a distinct anti-climax, as also was the action in the case of Paul Dorfman, a shadowy figure in midwest labor circles who operated from the base of a Federal Labor Union in Chicago.

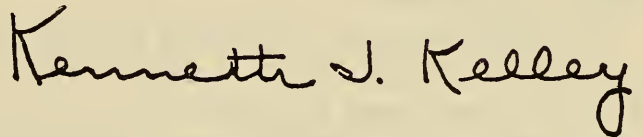
Two other International Unions, the United Textile Workers and the Distillery Workers, had been under suspension by the Executive Council, but had made satisfactory explanations and revisions in their leadership and organizational practices, with the result that they were restored to good standing in the AFL-CIO.

Present during most of the convention were a large delegation from Bakery and Confectionery Workers' Unions that were thoroughly dissatisfied with President James Cross and his practices. These delegates, including a large representation from Boston and the New England area, were determined to break away from the discredited Bakery and Confectionery Workers' Union, and on the final day of the convention were granted a charter as the American Bakery & Confectionery Workers' Union, AFL-CIO. Indications were that a new international would shortly be created to afford the Laundry and Dry Cleaning Workers a respectable haven within the AFL-CIO. Naturally, it was recognized that it would be utterly futile to try to establish a new transportation union within the AFL-CIO to compete with the Teamsters.

On December 12th, President Meany and the entire Executive Council were re-elected by acclamation with 2 new Vice Presidents being added in the persons of Peter T. Schoemann of the United Association of Plumbers and Steamfitters, and Paul L. Phillips, International President of the United Papermakers and Paperworkers. Another action of the concluding session was the adoption of an increase in per capita tax by internationals, occasioned chiefly by the loss of revenue that resulted from the expulsion of the 3 international unions referred to above who represented approximately 20% of the per capita of the parent body.

It was with a feeling of having faced up to difficult and unpleasant decisions that the delegates went forth into the ice and snow and gloom of Atlantic City, hopefully convinced that they had done the right thing in taking a strong stand for trade union morality. More than ever before the strong, decisive leadership of President George Meany demonstrated itself in a number of most difficult situations during this Second Constitutional Convention. As your delegate to this convention, I came away with the feeling that, despite the prophets of doom and gloom both inside and outside of the convention hall, the merged labor organization had not reached its zenith prior to the Atlantic City convention, but that its best days were still ahead of it.

Respectfully submitted,

A handwritten signature in cursive script that reads "Kenneth J. Kelley". The signature is written in dark ink and is positioned above the typed name.

Secretary-Treasurer-Legislative Agent

Report of Secretary-Treasurer- Legislative Agent

To the Officers and Delegates to the 72nd Annual Convention of the Massachusetts Federation of Labor:

Greetings:

I submit, herewith, a report of my stewardship as Secretary-Treasurer since the last annual convention. My Legislative Agent's report will be printed as a separate pamphlet and will be distributed at the coming convention.

I wish to express my grateful appreciation and thanks to President John A. Callahan and the members of the Executive Council for their fine cooperation and encouraging support during the past year. President Callahan has again displayed the high qualities of leadership and devoted service to the labor movement that characterized his previous progressive administrations. Despite the illness that hospitalized him briefly in the past few months, he has zealously and tirelessly given of his time and energies to the duties of the presidency. As always, his calm and constructive leadership has contributed greatly to the harmony and progress of the Executive Council meetings, as well as the meetings of the Merger Committee and other conferences in which we have participated.

The problems that have arisen in the merger negotiations with the Massachusetts State CIO have been varied and complex, but most of them have been finally solved. Since the Special Convention held November 23rd, 1957 here at the Somerset, the Executive Council of this Federation has patiently and perseveringly worked to bring about an honorable and mutually agreeable basis for uniting the two great state labor organizations. The fact that it has taken longer than was originally expected or desired was due primarily to the difficulties of reconciling the different procedures and methods of operations of the two organizations. Great patience and perseverance were required and displayed by both Merger Committees.

In recent months we have had the able and diplomatic assistance of President Meany's two Executive Assistants, Peter J. McGavin and R. J. Thomas. They have functioned as a team of trouble shooters in many other states where merger bogged down. We are greatly indebted to Mr. McGavin and his associate for the wealth of experience and the mediating abilities that they brought to our merger meetings. With their help and with the statesmanship and the reasonableness shown by both sides, we have finally perfected a merger agreement and a merger constitution. It can serve as a model for other states, as well as a blueprint for a democratic, efficient and progressive labor organization for Massachusetts workers. Even though some minor details of the merger constitution are still to be worked out, I am confident that these minor differences can be satisfactorily settled so that by the opening of our convention on December 3rd a finished merger constitution will be available for consideration by the delegates.

Perhaps to some delegates, the document and details for merger will not be wholly satisfactory. Some of the arrangements and concessions that had to be made are not completely acceptable to the Federation's Executive Council. The same can be said as to the feelings of the officers and Executive Board

members of the Massachusetts State CIO. I, personally, and I know the Executive Council had hoped to have the presidency of the merged state labor organization go to our gallant leader, John A. Callahan. However, President Meany, to whom that and a number of other issues were submitted for his final decision, awarded the presidency to a CIO man. As for myself, I might have preferred to have seen the office of Secretary-Treasurer-Legislative Agent remain a single position. However, in the give and take of any negotiations certain concessions, accommodations and adjustments are necessary and inevitable.

The imminent merger and a contributing reason for the long delay in achieving it has been due, in part, to a delicate subject which I have referred to in my Secretary-Treasurer's report for a number of years. To some, my constant urging all locals to pay per capita tax to the Federation on their full membership, has perhaps been boring and annoying. However, the failure of some affiliated locals to pay a "true" per capita as well as the failure of a number of former AFL locals to join the Federation, has greatly handicapped our Merger Committee in driving the best possible bargain in negotiations with the State CIO. In other words, if every affiliated local paid the Federation on its full membership and if every potential local joined, the numerical strength of the Massachusetts Federation of Labor would be twice the size of the membership of the Massachusetts State CIO.

Needless to say, this would be a deciding factor in determining the officers, the representation and other aspects of the merger. Ironically, some of those, who have been critical of the delay in completing merger and who will be dissatisfied with the results of the merger negotiations, have been the worst offenders in failing to bring the Federation to its peak numerical strength. This, despite constant pleadings to locals presently affiliated and frequent appeals to unaffiliated locals to play fair with the Federation.

As can be seen from Schedule I of the Auditors' Report, to be found in the back pages of this book, the Federation secured 45 additional affiliates from July 1st, 1957 to June 30th, 1958. Six of these were locals that re-affiliated. In the past five months (up to November 24th, 1958) 30 additional locals have been admitted into affiliation and will be eligible for representation at the forthcoming convention. While this is a substantial increase, it is more than offset by the 77 locals that have been lost in the same period because of suspensions, mergers, etc.

Our losses are largely represented by 19 Teamsters locals, 10 Bakery and Confectionery Workers locals and 5 Laundry Workers locals that this Federation disaffiliated as of January 1st, 1958 as directed by President Meany and the AFL-CIO Executive Council.

While some of the Bakery and Confectionery Workers locals have transferred their affiliation to the American Bakery and Confectionery Workers International Union AFL-CIO and most of the Laundry Workers locals have re-affiliated through the newly chartered Laundry Workers International, almost 20,000 members have been lost. Representing annual revenue of approximately \$11,000, this slippage has materially affected the Federation's numerical structure.

May I now refer you to Exhibit II of the Auditors' Report. Despite the reduction in revenue from the disaffiliated locals referred to above, the income from per capita tax dues held up surprisingly well for the past fiscal year. With less members we managed to increase our yield from per capita slightly, \$727.05. The explanation is due to the fact that a number of affiliated locals responded favorably to our request for true per capita tax and substantially increased the

number of members on which they paid dues. A recapitulated audit for the period ending November 30, 1958 will be presented at the coming convention.

Like any other organization in this period of rising prices, the Federation's expenses continue to mount. While below the extraordinary expense of \$10,000, expended in the 1957 sales tax campaign, we still incurred a net loss of \$4,248.46 for the year ending June 30th, 1958. Some of this has been retrieved in the intervening months. In other years, when the annual convention has been held in August, there is a great rush on the part of affiliated locals to pay up their per capita tax by the end of the fiscal year, in order that their delegates will be eligible to attend the convention. This year, the convention was postponed until December, with the result that the influx of locals, wanting to put themselves in good standing, will reflect itself in the audit covering the period ending November 30, 1958.

Although the merger problems and conferences occupied much of the time and attention of the Federation's officers, we have continued to forge ahead in many of the other activities expected of a progressive labor organization. The work and accomplishments of the Standing Committees since the last convention has been most conspicuous and successful. Their reports are to be found in the succeeding pages.

The Committee on Education, under the direction of Francis E. Lavigne, has maintained its previous fine record of educational programs both in the high schools and colleges of this commonwealth. The essay contests and the scholarship program are unique and important functions in which the Massachusetts Federation of Labor pioneered. These programs can and must be continued under the new merged organization. Since 1958 was an election year, for the past few months the emphasis has been on political education and action. The results of the November 4th elections for federal, state and local contests give eloquent evidence of the effective political activities of the Federation's Committee on Political Education.

Because of the absence of the sales tax as an issue on Beacon Hill this year, the Committee on Taxation was not faced with a task of the enormity it so successfully coped with in 1957. Under the calm and capable leadership of Chairman Helen Kirby, they met frequently and actively participated in formulating the Federation's tax policy and position. Indications are that the sales tax will be a real threat next year. Among the other Standing Committees, the activities of the Legislative Advisory Committee were most noteworthy. As was to be expected, that Committee overshadowed the work of the others.

To the chairmen and members of these Standing Committees, may I express my appreciation for their faithful and conscientious assistance. These include the Committee on Social Security, Daniel F. Downey; the Committee on Workmen's Compensation, Salvatore A. Percoco; the Committee on Mental Health, Howard V. Doyle; the Committee on Housing, John Carroll; the Committee on Legislation, William McNeill; and the newest standing committee, the Com-

mittee on Community Services, under the able leadership of Joseph D. McLaughlin. The Massachusetts Union Label Council AFL-CIO, under the tireless and dedicated leadership of Martin J. Casey, continues to grow in size and importance. Since becoming autonomous and self-supporting a few years ago, the Council has made more progress than similar setups in any other state.

As to the fate of these Standing Committees that have served the Federation so faithfully and well, it is my firm conviction that they should be continued under the new merged organization. They function in highly specialized areas that have a definite impact on the labor movement both as to its legislative activities as well as to its public and community relations. I strongly urge the delegates to read the reports and recommendations of these Standing Committees to be found in succeeding pages. They represent the sound and seasoned observations of devoted trade unionists who have concentrated on specific problems and their solutions.

Since the last convention, 14 Regional Conferences were conducted in the larger cities of the Commonwealth. Participating in these legislative conferences were President John A. Callahan; Director of Education, Francis E. Lavigne; and your Secretary-Treasurer-Legislative Agent, Kenneth J. Kelley. While the number of these meetings was fewer than in 1957 when the sales tax was a paramount issue, the attendance and interest at this year's meetings was most encouraging. The district vice presidents of the Federation in conjunction with the Central Labor Unions involved arranged the details. In many cases these were held in the form of dinner meetings. From my observation, this mixing of food for the body with food for the mind has been most successful. Invariably, the legislators from the areas involved were invited and participated in the program.

I can't help feeling that the Regional Conferences idea as perfected by the Federation for the past 10 years is something that should be retained after the merger. It enables the state leaders to get better acquainted with the officers and delegates of Central Labor Unions at the grass roots level. The problems on both levels can be better understood and more satisfactorily solved than in any other way. Central Labor Unions have been the bulwarks of the Federation in legislative, political, and countless other constructive programs. The strength and effectiveness of the state organization depends on its own leadership as well as the nourishment that it receives from Central Labor Unions and local unions. Having traveled this two-way street for many years, your officers want to maintain close liaison with all affiliates, particularly city central bodies.

A number of outstanding trade unionists have passed to their Great Reward since the last convention. The most prominent was Vice President Daniel J. Lawler, who died gallantly fighting a fire in Springfield on June 29, 1958. Daniel Lawler was a tower of strength on the Executive Council and he was one of the most respected and admired members. His passing was a great shock and a great loss to the Federation to whom he endeared himself by his genial person-

ality and dedication to the highest ideals of the trade union movement. We all miss Dan greatly and are happy to learn that a scholarship fund has been established for the education of his two fine children. This most worthwhile living memorial deserves the full financial support of all affiliates of the Federation. Another sincere and dedicated trade unionist was lost to the Federation some months ago with the death of Edward P. Reardon of the Distillery Workers Union, Local 8. Ed served the Federation as well as his local union in many important and responsible capacities. A few days ago one of the pioneers of the labor movement in this area, Harry W. Joel, passed away at the remarkable age of 91. Harry was a powerful influence for good in the Cambridge Central Labor Union which he served for over 50 years. At Federation conventions he endeared himself to the delegates by his pleasant personality and eloquent espousal of good causes and candidates.

Since the Massachusetts Federation of Labor will cease to exist as a separate entity after December 6, 1958, I feel that it is only fitting and proper that some permanent summary of the last 23 years be compiled in a historic document. In 1935 the then Secretary-Treasurer-Legislative Agent of the Federation, Robert J. Watt, had a history compiled of the Massachusetts Federation of Labor covering the period from its founding in 1887 up to and including 1935. This project was done by two graduate students at Massachusetts Institute of Technology. Although precious few copies of this history of a half century of progressive trade unionism are still available, it makes most interesting and informative reading. Needless to say, the period from 1935 through 1938 marked the ascendancy of the Federation into a dominant role in the political and economic life of Massachusetts. I sincerely hope and I strongly urge that the Executive Council and the 72nd Annual Convention to initiate suitable steps and necessary finances in order that a recent history and fitting finale of the Massachusetts Federation of Labor can be prepared.

Limitations of time and space prevent a more detailed analysis of many of the other problems that have confronted the officers of the Massachusetts Federation of Labor. Suffice it to say that these problems and their solution will be dwarfed by the new and uncharted problems we face in the future. I am confident that the delegates to this 72nd Annual Convention, the most important and the last in the Federation's long and distinguished history, recognize the great responsibilities as well as the great opportunities that lie ahead. While some may have misgivings about the mechanics and desirability of merger, it goes without saying that the unification of the two great state labor organizations with their potential membership of more than 500,000, will be the best thing that has ever happened to the working people of Massachusetts. Merger can and will work successfully if men of good will apply themselves to the great challenges that it offers.

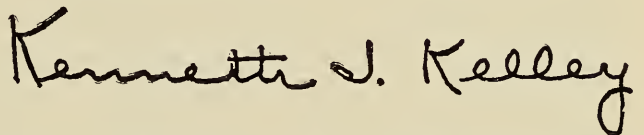
In conclusion, I wish to extend my heartfelt appreciation and thanks to the following for their fine cooperation and assistance during the past year: President John A. Callahan and the members of the Executive Council; Director of Education Lavigne; the Chairmen and members of all standing committees; Commissioner of Labor and Industries, Ernest A. Johnson; Associate Commissioner, Benjamin G. Hull; Industrial Accident Commissioner, Thomas W. Bowe; Director of Employment Security, Antonio England; the Federation's Attorney, Robert M. Segal, who has functioned most effectively in a number of valuable capacities; the Regional Director, Hugh Thompson, and Assistant Regional Director, Franklin J. Murphy; the officers and members of international unions,

central labor unions, and local unions, to say nothing of the rank and file members throughout the state who have rendered yeoman services in the past difficult year.

To the office staff, Frances Balough, Rosemary Ryan, Beverly Carlson Jones, Ida Velleman, as well as Rita Johnston and Janice Blessington, Secretaries to the Director of Education, I am deeply indebted for their loyalty and unselfish devotion to the many and varied functions that they so efficiently perform in the Federation's office. They have contributed greatly to the smooth functioning as well as to the charm of the office. Working with them has been a distinct pleasure as can be attested to by the favorable comments of all who have had occasion to visit the office or request some services.

Finally, to the delegates who have honored me by election as Secretary-Treasurer-Legislative Agent for the past 12 years, I am sincerely grateful for their confidence, cooperation and encouraging support. To serve in this capacity has been the most stimulating and rewarding experience of my life. I hope that in my performance of this office, I have measured up to the expectations and best traditions of the Massachusetts Federation of Labor.

Respectfully,

A handwritten signature in dark ink, reading "Kenneth J. Kelley". The signature is written in a cursive style with a large, prominent "K" at the beginning.

Secretary-Treasurer-Legislative Agent

Legislative Agent's Report

A separate Legislative Agent's report will be
submitted at the convention.

DEPARTMENT OF LABOR AND INDUSTRIES

Division of Industrial Safety

The Massachusetts Department of Labor and Industries, under the administration of Commissioner Ernest A. Johnson, has moved forward to meet the newborn problems of the atomic age. In the meantime the increasing use of radioactive materials and radiation generating equipment in places of employment has presented another major challenge to the Division of Industrial Safety. In meeting the nuclear challenge, awareness of radiation hazards and safe practices continue to be our most effective controls.

Ionizing radiation, however, is not a new problem to the Department. Control measures to eliminate radiation hazards inherent with the use of radium paints, radium activated "Ionotron" static eliminators, industrial x-rays and other ionizing radiation equipment have been cooperatively and effectively enforced during the past 20 years by personnel of the Division of Industrial Safety and the Division of Occupational Hygiene.

Consequently, our past experience will be jointly helpful in facing the newer problems created by radioactive "installations" and by the growing use of radioisotopes and other radioactive materials.

The new "Rules and Regulations for the Protection of the Health and Safety of Employees from Occupational Diseases Caused by Ionizing Radiation" adopted by the Department of Labor and Industries became effective on December 1, 1957. These mandatory regulations embodied in Industrial Bulletin No. 5 incorporate the best available standards recommended by the National Committee for Radiation Protection and other nationally recognized authorities and will be our standard means of controlling industrial radiation hazards within the Commonwealth.

Moreover, on March 1, 1957, Commissioner Ernest A. Johnson appointed a supervising inspector to supervise and effect appropriate safety measures and compliance with the rules within industrial establishments. Enforcement of the standards will be via regular and systematic surveys, inspections and investigations by Department radiation specialists augmented by qualified members of our inspectional staff.

In preparation for the new challenge, our industrial inspectors attended an all-day radiation conference on February 25, 1958. The provisions of Industrial Bulletin No. 5 were thoroughly interpreted during the State House morning session; and at the afternoon session held at the Massachusetts Institute of Technology Reactor Site, Cambridge, Dr. R. J. Thompson, Director, discussed the properties of nuclear energy and also discussed the workings of the "heavy water" research reactor in detail. Next in order, Dr. Constantine Maletskos, Radiation Protection Officer, presented the M.I.T. Radiation Protection Program in effect inside and outside the reactor project. An informative tour of the reactor site and an explanatory inspection of the automatic and manual safety mechanisms which control the reactor closed a most instructive and interesting visit.

In view of the ever growing uses of ionizing radiation in industry and to insure capable supervision and control of potential radiation hazards, we plan

to hold special radiation programs from time to time to enable our inspectional staff to meet Division responsibility to protect the health of workers potentially exposed to radioactive sources.

As in the past, the Division of Industrial Safety will also continue evaluating and adopting the latest technical and scientific data and methods while utilizing our past administrative and enforcement experience for controlling radiation hazards in Massachusetts industrial establishments.

Today, the Division of Industrial Safety by such ways and means meets the challenge of the Atomic Age!

Division of Apprentice Training

"Our Future Depends on Our Skills"

Training is the responsibility of all individuals to improve their skills and to thereby raise the value of their labor.

Formal apprenticeship training speeds the acquisition of skills and benefits, both for the apprentice, the union and the employer.

It has been our experience down through the years that the response of the apprentice to training opportunities offered by the union and the employer jointly, is either good or poor in direct ratio to the quality of their relationship. Where apprentice training programs are administered jointly, with both parties assuming their full and complete responsibility, you will find the apprentice most responsive, and in turn employer and employee relationships are bound to improve.

Formal apprenticeship has grown and prospered here in Massachusetts in a very healthy labor and management climate. The Massachusetts Federation of Labor and its officers have been of great assistance to this Division in their advocating the development of formal apprenticeship programs within its affiliated unions. The Federation encourages these programs in order that these affiliated unions may perpetuate, through apprenticeship, the various skills that are so necessary for their economic welfare and the stability of their individual local unions.

As of May 31, 1958, the Division of Apprentice Training has 2,649 active registered apprenticeship programs, involving 5,822 companies, that are training 5,523 apprentices.

Minimum Wage Division

The work of the Minimum Wage Division during this fiscal year has been, for the most part, a continuation of plans made during the previous year and the crystalization of ideas.

Only one legislative change was made in the provisions of the Minimum Fair Wage Law this year. Chapter 27 of the Acts of 1958 provides that Special Licenses shall be issued to employers rather than to employees.

Three new wage orders have become mandatory during the past twelve months:

On September 16, 1957, the Laundry Occupations Minimum Wage Order became mandatory. This is the first State minimum wage order to set current Basic Wage Rates and also provide for an automatic increase in rates at the

expiration of one year. The number of hours prior to overtime rates will also be decreased at the expiration of a year. The rates for this Order are as follows:

September 16, 1957

EXPERIENCED EMPLOYEE:

For each hour up to and including 44 hours in any one week—90c per hour;
for each hour worked in excess of 44 hours in any one week—1½ times
the employee's regular hourly wage rate.

INEXPERIENCED EMPLOYEE:

For each hour up to and including 44 hours in any one week—85c per hour;
for each hour worked in excess of 44 hours in any one week—1½ times
the employee's regular hourly wage rate.

September 16, 1958

EXPERIENCED EMPLOYEE:

For each hour up to and including 42 hours in any one week—95c per hour;
for each hour worked in excess of 42 hours in any one week—1½ times
the employee's regular hourly wage rate.

INEXPERIENCED EMPLOYEE:

For each hour up to and including 42 hours in any one week—90c per hour;
for each hour worked in excess of 42 hours in any one week—1½ times
the employee's regular hourly wage rate.

On October 1, 1957, the Amusement and Recreation Occupations Minimum Wage Order was declared mandatory. The Allied Theatres, Inc. have again attempted to restrain this Department from enforcing the amusement order. Following the Superior Court's decision in favor of this Department the Allied Theatres, Inc. have petitioned the Supreme Court to permit an appeal. Pending further Court decision the Minimum Wage Division is accepting surety bonds from theatres in which the amounts paid have been found to be below the rates set forth in the Amusement and Recreation Occupations Order of October 1, 1957. These rates are as follows:

All employees, except as indicated below	95c per hour
Ticket takers, ticket sellers, and cashiers	90c per hour
Ushers	80c per hour
Pin boys	8c per string
Caddies	75c for 9 holes
or less carrying one bag; \$1.25 for 9 holes or less carry-	
ing two bags; \$1.50 for 10 to 18 holes carrying one bag;	
\$2.50 for 10 to 18 holes carrying two bags	

On May 1, 1958 the Dry Cleaning Occupation became mandatory. This Order, like the Laundry Occupations Order, provides for future change in rates and hours. The Basic Wage Rates provide that:

As of May 1, 1958—No person employed in the Dry Cleaning Occupation shall be paid less than the following rates:

For each hour up to and including 44 hours in any one week—90c per hour;
for each hour worked in excess of 44 hours in any one week—\$1.35 per
hour.

As of September 16, 1958—No person employed in the Dry Cleaning Occupation shall be paid less than the following rates:

For each hour up to and including 42 hours in any one week—\$1.00 per hour; for each hour worked in excess of 42 hours in any one week—\$1.50 per hour.

From July, 1957 through May, 1958 the Minimum Wage Division has had 32,058 firms visited in which 153,871 workers were employed. There were 5,557 cases of non-compliance found and a total of \$122,656.45 was collected in retroactive wages. Of the firms visited, 271 were the result of complaints and to date 257 complaints have been adjusted.

Board of Conciliation and Arbitration

The Board of Conciliation and Arbitration under Chapter 150 of the General Laws is required to participate in work stoppages that occur in the Commonwealth, or disputes where work stoppages are seriously threatened. For this purpose the Board has nine conciliators assigned to various areas in the Commonwealth to expedite the arranging and handling of conferences to avert or, as the case may be, shorten an existing work stoppage.

The three Associate Commissioners sit as arbitrators in cases that are voluntarily submitted to the Board by labor and management for a final and binding determination.

Summary of Activities

July 1, 1957—June 30, 1958

No. Conciliation Conferences	843
No. Employees Involved	104,087
No. of Strikes	122
No. Employees Involved	46,383
No. Man-hours Lost	4,487,784
No. Arbitration Cases	251
No. Employees Involved	2,398

Division of Occupational Hygiene

The Division continued its program of technical studies of working environments to determine the presence of conditions affecting the health of workers and of consultant services to aid and improve health and welfare services offered by industry to its employees.

During this fiscal year, 728 studies and services were undertaken, of which 635 were requested and 93 were self-initiated. These studies required a total of 817 field visits.

Field work included sampling of air, ventilation measurements, and direct environmental tests. Laboratory work included analysis of 553 air samples, 1,653 urine samples, and 49 samples of industrial materials.

Tunneling operations, and processes involving ionizing radiation, received special attention.

Division of Statistics

The statistical functions of the Division prescribed by law relate to the monthly surveys of employment and earnings in the several fields of employment in the state and to the Annual Census of Manufactures. In the monthly surveys over 4,000 employers are covered representing approximately 7,000 establishments which employ approximately 600,000 workers in lower than supervisory grades. The Annual Census of Manufactures includes data concerning production, production workers, total wages paid and capital invested for approximately 9,500 establishments in the state.

The Division also publishes, annually, a Directory of Labor Organizations in Massachusetts which includes information as to name, local number, affiliation, etc., for all local unions in the Commonwealth as well as information on National, International and Delegate organizations. Included as addenda to the directory are statistics of membership for all these locals by sex. The Division also maintains and supervises a "Reference Library," the services of which are available to the public as well as to agencies of the Commonwealth.

Division of Standards

This Division functions in the fields of weights and measures and licensing of hawkers and peddlers and transient vendors. The revenue from this latter phase sustains expenses of the division operation. The Division works in conjunction with municipal sealers of weights and measures and during the last fiscal year over 200,000 various weighing and measuring devices were tested in this cooperative work and almost 300,000 reweighings and remeasurements of various commodities were made. Foodstuff is the largest general category at the consumer level, and 42,805 devices were tested in this field. Over 1¼ billion gallons of gasoline were dispensed through 19,883 retail gasoline devices and fuel oil for home heating represented over 2½ billion dispensed through 5,785 vehicle tank meters.

Division on Necessaries of Life

This Division is empowered by law to inquire as to cost of commodities which are necessities of life, which include production and distribution costs. It maintains a continuous survey of prices of specific goods and services and publishes monthly an index showing the price trend of these specific items from month to month. This index is used by certain wage groups in their contracts of employment. While the index from month to month fluctuated during the year, the trend was more frequently upward, with June of 1958 showing an increase over June, 1957 of 3.3% on the combined index with the all food item showing an increase of 5.5%. The Division received and processed 1,014 complaints and in addition received 2,240 inquiries in relation to Necessaries of Life.

The Division also enforces the Motor Fuel Sales Law and in this operation 18,890 inspections were made at gasoline stations; 5,700 samples of gasoline taken which were analyzed at our laboratory in the matter of compliance with the law. Octane tests were run on 735 samples. Licenses are issued to retail stations and the fees so received are sufficient to maintain the operational costs of this branch of the work.

Division on the Employment of the Aging

During the fiscal year, 1957-58 six meetings were held by the Council on the Employment of the Aging. Special emphasis has been placed on publicity and legislation.

Dr. S. Norman Feingold, who has been chairman of the Council for the past two years, submitted his resignation on June 19, 1958 in order to accept an appointment as Director of Vocational Service, B'Nai Brith, Washington, D.C. We shall miss his valuable assistance.

Three brochures have been issued by the Division during the past twelve months. "A New Look at the Mature Worker" and "How the Mature Worker Finds His Job" were issued simultaneously and over ten thousand copies of each have been distributed in Massachusetts and many other states throughout the country. North Carolina has requested permission to reprint these pamphlets and the Senior Citizen's Manual, issued by the Senior Citizens of America, has also requested permission to reprint these articles. The third brochure, "How to Get the Most Out of Your Golden Age," is in the process of distribution.

This year legislation was again filed to provide sheltered workshops for the training of persons who, because of age, illness or other impairment, are unable to find work elsewhere. The bill has been referred to a study committee by the Massachusetts Rehabilitation Commission. Legislation was also filed to appoint an Executive Secretary to carry on the work of the Division. This new position was not approved by the House Ways and Means Committee.

It is felt that exploration of the use of Work Adjustment Centers for the aging should be thoroughly investigated and a program established in the Commonwealth to meet the great need of such adjustment. There is also a need for an increased budget.

The Council is considering the holding of a Conference which would have as its objective the education of employers in connection with the whole subject of the employment of mature workers. Greater job opportunities for older workers are possible through educational conferences such as this for as a general rule employers must be convinced of the value of the older worker before the older worker can expect an improvement in his status.

Plans are also being made for a Conference in the fall to be held in Massachusetts with officials and administrators of committees and commissions dealing with older workers in various states. The plans made for more Earning Opportunities Forums were not put into use because of business conditions.

The Division has been given much publicity by the chairman, the Assistant Commissioner, and various other members of the Council who have been called upon to speak in behalf of the problems of the aging before television and other audiences.

EDITOR'S COMMENT: The Federation points with pride to the outstanding administration that Commissioner Ernest A. Johnson has given to the Department of Labor and Industries and its various divisions. The foregoing summary of the multiple activities of the various divisions of the Department of Labor and Industries may come as a revelation to many trade unionists. It is not generally realized the many ways in which the functions of the Department of Labor and Industries impinge on the welfare of working people and their families. No agency of state government so vitally affects and promotes the interests, the health, the safety and the economic well-being of wage earners. Commissioner Johnson has continued his outstanding administration

of the complex functions and statutes entrusted to his Department. In the many legislative matters involving the Department, he has won the respect and admiration of legislators. He has been most helpful and cooperative with your Secretary-Treasurer-Legislative Agent in preparing and presenting the Federation's legislative program. Despite changes in the personnel of the Board of Conciliation and Arbitration, Associate Commissioner Ben Hull continues to render fine service and assistance to the many unions that appear before this important board.

DIVISION OF INDUSTRIAL ACCIDENTS

Workmen's Compensation applies to employers of four or more persons in non-hazardous employments and to employers of one or more persons in hazardous employments. Workers waive rights to sue under common law unless they claim such rights in writing when hired.

Employers must insure or provide for self-insurance with adequate security approved by the Division of Industrial Accidents, which is authorized to issue licenses annually to self-insured employers.

Notice of injury must be given to insurer or insured as soon as practicable and compensation should be claimed within six months. Claims are barred by employees' serious and wilful misconduct unless the injury results in death, when compensation may be paid to dependents. Injury due to serious and wilful misconduct of employer or superintendent entitles employee to double compensation.

Employers are required to keep records of injuries and to report to Division within 48 hours. No compensation is paid for less than seven days' incapacity, but incapacity of eight days or more is compensable from day of injury. Insurers and injured employees may make agreements regarding compensation, subject to approval and modification by the Division. Lump sum payments may be made if the Division approves. Findings by Division under the law are subject to appeal and court review.

During the year 1957 there were 245,000 industrial injuries reported. Five hundred eighty-four of these resulted in death.

In 1957 the Board held over 1,600 hearings and over 7,300 conferences. While the subject matter of these conferences is varied and involves many issues, the greater proportion are lump sum settlements. When a case is lump summed, it is a final disposition of the matter; and, because of this, serious thought and consideration is given to it before the settlement is approved by the Board. In 1957 the Board had before it for consideration 6,125 lump sum settlements. Not all of these were approved but those that were approved involved a total payment of almost twelve million dollars (\$12,000,000).

There were 1,606 single Member and Reviewing Board decisions filed in 1957 involving insurers, self-insurers, and the Commonwealth of Massachusetts.

Rates of compensation payable are as follows: Total incapacity, two-thirds of your average weekly wages, not more than \$35.00 nor less than \$20.00 a week, unless weekly wages are less than \$20.00, then average weekly wage. Not less than \$10.00, however, where normal working hours are 15 or more. Maximum not over \$10,000. For permanent total incapacity, following payment of above maximum or that for partial incapacity, two-thirds average weekly wages, not over \$35.00 or under \$20.00 while incapacity continues. Total incapacity and permanent total incapacity payments increased after 13 weeks total incapacity to two-thirds average weekly wages, not more than \$40.00. For partial incapacity,

the difference between average weekly wage before the injury and after, not exceeding \$35.00 a week; maximum not over \$10,000. In cases of incapacity, \$4.00 a week is added for each person wholly dependent on the injured employee, but aggregate payments may not exceed his average weekly wage.

In all disability cases, adequate and reasonable medical and hospital services are provided, and additional compensation is paid for loss of hands, feet, eyes, hearing, disfigurement, bodily functions and other specified injuries. Compensation for second injuries is paid from special funds, with provision for disabled veterans; these funds are accumulated from payments by insurers and self-insurers in case of personal injury resulting in death and in such cases where injured employee dies leaving no dependents.

For death, reasonable expenses of burial, not exceeding \$500.00, and weekly payment of \$25.00 to the widow or widower, plus \$5.00 for each child under 18 or physically or mentally incapacitated for earning, but if any child is by a former wife or husband the death benefit is divided among the surviving wife or husband and all living children of the deceased employee in equal shares. If the widow or widower dies the benefit is payable in equal shares to all surviving children. If she or he remarries, all payments on the former basis terminate and each child receives \$7.00 a week. If no widow or widower, benefits are payable in equal shares to all surviving children, but not more than \$30.00 to any individual. Maximum total payments, \$10,000; maximum period, 400 weeks, but payments to children may not be discontinued while they are under 18, or to dependent un-remarried widow, or to physically or mentally incapacitated children over 18 who are not fully self-supporting.

LEGISLATION: In the year 1957, the following legislation was enacted:

Chapter 270, increased the burial allowance from \$300.00 to \$500.00; and, in the case where there are no dependents, from \$500.00 to \$1,000.00.

Chapter 275, made corrective changes in the wording of certain sections.

Chapter 276, apportioned liability for the payment of compensation where the injured employee is in the concurrent service of two or more employers.

Chapter 287, allowed the insurance company to be reimbursed for one-half of dependency compensation payments under certain conditions.

Chapter 641, increased the weekly dependency compensation from \$3.00 to \$4.00 a week for each dependent.

Chapter 693, conferred concurrent jurisdiction on the municipal court of the City of Boston to hear certain appeals from the Industrial Accident Board.

EDITOR'S COMMENT: Again this year the Federation gratefully acknowledges the foregoing summary of the activities of the Industrial Accident Board that has been prepared by Commissioner Thomas W. Bowe. Tom Bowe has continued his fine record of dedicated public service in this most important state agency. As always our former President has rendered yeoman service in advising and assisting injured workers on their rights and responsibilities under the Workmen's Compensation Act. He has further enhanced his outstanding record by the number of cases that he has participated in as well as the number of court cases wherein his decision, concurred in by the Board, has been upheld.

While there were relatively few amendments to the Workmen's Compensation Act passed by the 1957 Legislature, the prospects are quite encouraging for substantial improvements in the benefits and other provisions at the current session. The Committee on Workmen's Compensation of the Massachusetts Federation of Labor will, during the coming year, issue a revised pamphlet summarizing the 1958 changes in the benefit structure and other sections of the Workmen's Compensation Act.

MASSACHUSETTS COMMISSION AGAINST DISCRIMINATION

It would seem that in recent years the Massachusetts Commission Against Discrimination acquires a new law each year! At least this has been true of the past two years. In 1956 the Fair Educational Practices Law passed in 1949 and administered until 1956 by the State Department of Education was transferred to us. This past year on October 1, 1957 a law became effective covering private housing publicly assisted. As Mr. William E. Dorman, real estate editor of the Boston Herald stated, "The qualifying public assistance clause is what makes this new legislation significant. It means simply that anyone renting or buying housing under the FHA or VA programs, urban renewal housing or redevelopment projects come under the provisions of the law. Thus any person who believes he or she has been denied a chance to rent, buy or lease because of racial or religious discrimination may appeal to the Massachusetts Commission Against Discrimination now empowered to carry the case to the courts if necessary.

"Private housing is still exempt. That is, if a person buys, sells or rents under conventionally financed terms, he is not affected.

"However, if an owner or agent sells, or buys or rents either a multiple dwelling for three or more families or in a development of ten or more contiguous houses under VA or FHA financing the law applies. . . ."

If we trace the development of the Massachusetts Commission Against Discrimination since its beginning in 1946 we find the following amendments:

Chapter 479 of the Legislative Acts of 1950 changed the name of the Commission to its present one, Massachusetts Commission Against Discrimination, and also increased the scope and jurisdiction of the Commission by placing within its province the administration of the Public Accommodations Statute and the Public Housing Statute.

Chapter 697 of the Legislative Acts of 1950 increased the scope of the fair employment practice statute to include "age," defined as 45 to 65.

Chapter 437 of the Legislative Acts of 1953 further defined a place of public accommodation, resort or place of amusement.

Chapter 274 of the Legislative Acts of 1955 provided that any person seeking a bond or surety bond conditioned upon the faithful performance of his duties shall not be required to furnish information as to his race, color, religious creed, national origin or ancestry in applying for such a bond.

Chapter 334 of the Legislative Acts of 1956 provided for the transfer of the jurisdiction of the Fair Educational Practices law from the Board of Education to the Massachusetts Commission Against Discrimination.

Chapter 426 of the Legislative Acts of 1957 provided that no person or group of persons may be denied the sale, rental or lease of private housing which is publicly assisted, because of their race, creed, color or national origin.

Our educational program has kept pace with the expansion of our law enforcing activities. When a new law comes under our jurisdiction we meet with the people most concerned as soon as is possible in order to enlist their interest and cooperation. As an illustration of this policy: On October 16, 1957, Mrs. Mildred H. Mahoney, Chairman, and Walter H. Nolan, Executive Secretary of the Massachusetts Commission Against Discrimination, met with Deputy

Commissioner Cyrus Sweet, General Counsel Pierce Gerety and Minority Group Housing Consultant George Snowden of the Federal Housing in Washington, D.C. It was stated by these officials that the local FHA would cooperate with the MCAD in its administration of the law prohibiting discrimination in publicly assisted private housing which became enforceable on October 1, 1957.

Later, Mrs. Mahoney and Mr. Nolan called upon Massachusetts Director Arthur E. Young who was most cooperative and assured the Commission representatives that he would carry out the FHA instructions. Following is the text of the suggested memorandum to be attached to all FHA mortgage insurance applications:

"FHA suggests to you who plan to build rental or for-sale housing in the Commonwealth of Massachusetts that you acquaint yourself with the provisions of, including responsibility to conduct your operations in conformity with, the law against discrimination, approved May 23, 1946 (Chapter 151B of the General Laws, Ter. Ed.) as amended by Chapter 426 of the Legislative Acts of 1957 enforceable on and after October 1, 1957, outlawing discrimination because of race, creed, color or national origin in housing financed with Federal Government insurance or guarantees.

"As with other provisions of State and local laws, you are expected to conduct your operations in conformity with the above law. Any instance where the Commission finds that a valid determination has been made of your non-compliance with any provision of these laws may result in no further extension of FHA business with you pending the satisfactory correction of non-compliance."

Interest in housing if we are to judge by comments made at the Governor's Conference on Civil Rights held on June 4, 1958 at the Boston College Law School is still very high. The two topics discussed at that Conference were employment and housing. As a result of that Conference it would not be surprising if the legislature finds some bills regarding private housing introduced at its next session.

EDITOR'S COMMENT: The Massachusetts Commission Against Discrimination, under the very able leadership of Chairman Mildred H. Mahoney, has continued its effective administration of the various anti-discrimination statutes. As can be seen from the foregoing report, the emphasis during the past year has been concerned with eliminating discrimination in housing facilities and accommodations. The success of the Commission's work in this area can be attributed to the fair but firm policies of education and persuasion that have been characteristic of this agency since enactment of the F.E.P.C. statute in 1946.

The Massachusetts Federation of Labor in 1950 sponsored legislation aimed at prohibiting discrimination against workers between 45 and 65 years of age. The administration of Chapter 697 of the Acts of 1950 was delegated to the Commission Against Discrimination. This pioneer legislation has been copied by Pennsylvania and Rhode Island; a similar law became effective July 1, 1958 in New York. The pattern and procedures developed by Massachusetts has enabled our sister states to apply the same methods in their efforts to prevent discrimination against older workers.

As Chairman Mahoney points out, we can anticipate that the intent of Chapter 426 of the Acts of 1957, designed to prevent discrimination in publicly assisted housing facilities, will be eventually extended by a future Legislature to apply to privately financed housing, a logical and desirable extension of a basic American principle.

MASSACHUSETTS LABOR RELATIONS COMMISSION

The Labor Relations Commission welcomes this opportunity to submit a resumé of its activities during the past year relative to the administration and enforcement of the provisions of the State Labor Relations Law, Chapter 150A of the General Laws, as amended.

During the past year, two leading citizens of the Commonwealth were appointed by His Excellency, Governor Foster Furcolo, to fill vacancies existing in the Commission. Honorable James M. Curley was appointed at the expiration of the term of Charles N. Collatos who was named the Commissioner of Veterans Services of the Commonwealth. The vacancy caused by the passing of the beloved William E. G. Batty, Sr., of New Bedford, was filled by the appointment of Martin F. Fay, Esq., of Dover. They join Chairman Harry P. Grages in carrying out the administrative and quasi-judicial functions of the Commission.

The present Commission was confronted by the jurisdictional problems created by the decisions of the Supreme Court of the United States in the *Guss v. Utah State Board* and companion cases which were decided in March, 1957. The effect of these cases served to point out that the state boards do not have jurisdiction in cases where an employer is engaged in interstate commerce even though the National Labor Relations Board has refused to assert or has declined jurisdiction under its jurisdictional standards.

These decisions created a "no man's land" so-called which, if followed, deprives Labor of a forum for the peaceful litigation of important issues relative to representation and unfair labor practice cases. In an attempt to provide a remedy for this situation, if peaceful labor relations are to be enjoyed throughout the Commonwealth, the Commission has joined with the boards of other states and the territories of Puerto Rico and Hawaii in petitioning Congress for the enactment of appropriate laws designed to confer jurisdictional authority on the various state boards in the better interests of labor-management relations. In the interim, it is the opinion of the Commission that the Legislature should or could amend the State Labor Relations Law to provide for consent elections so that the desires of employees can be determined. This would eliminate the question of jurisdiction in certification proceedings and prevent strikes for recognition.

There were eighty-four (84) representation petitions in the past year, filed this year by labor organizations on behalf of employees. The petitions affected, directly 5,062 persons employed in various capacities in the Commonwealth. In twenty-four (24) cases, after hearings, petitions were withdrawn by the labor organizations either in the light of employer recognition of the labor organization as the representative of the majority of the employees involved, due to the intervention of the Commission, or, where it was apparent that a valid unexpired contract was in existence between the employer and another labor organization.

In the investigation and processing of these petitions, the Commission conducted seventy-five (75) formal hearings in addition to the meetings and informal conferences conducted by the Examiners who are employed by the

Commission. A total of forty-six (46) formal hearings were held in Boston, and the remainder were held in Springfield, Salem, Lawrence, Barnstable, Gloucester, Haverhill, Worcester, and in New Bedford where fourteen (14) formal hearings were held at the Superior Courthouse.

The Commission dismissed five (5) petitions after formal hearings were conducted, two of which were dismissed at the request of the parties. In two cases, the evidence adduced disclosed that valid contracts were in existence which served to bar a representation proceeding during the term of the contract. In one instance, the Commission found that the petitioner was not a bona fide labor organization within the meaning of the State Labor Relations Law. At the filing of this report, there are fifteen (15) cases pending at various procedural levels.

As a result of the employee petitions, the Commission ordered and directed forty-six (46) elections by virtue of which the petitioning labor organization was certified as the bargaining representative in twenty-eight (28) instances. In many cases where the labor organization failed to secure certification, the same was denied by the results of elections which were decided by one or two votes.

The Commission adopted a new regulation relative to the processing of protested ballots. The present rule provides that no ballots will be counted at the polls in an election where ballots are protested. The former rule allowed the Examiner in charge of the election to count the ballots not challenged in the presence of the representatives of labor and management and then refrain from counting the challenged ballots until the Commission had conducted a formal hearing. In elections where the challenged ballots were determinative of the results, this procedure had the necessary effect of clouding the secrecy of a ballot cast by an individual employee in cases where only one ballot was challenged or in cases where several ballots were challenged, and upon the Commission's direction that the ballots be counted and tabulated, they all proved to be for the same choice.

The new rule prohibits the counting of any ballots at the polls where there is one or more ballots challenged and no ballots are counted until the Commission has made a decision on the protested ballots after a formal hearing. Under the new rule, an election where one or more ballots are challenged, the Examiner in charge of the election will inform the employee whose ballot has been challenged that his ballot will be kept apart from those cast without challenge. The Examiner will also inform the employee that, at the conclusion of the election, no ballots will be counted or tabulated until a decision is rendered by the Commission on his eligibility, and, if his eligibility is determined in the affirmative, his ballot will then be intermingled with the ballots already cast so that no one, including the members of the Commission, could determine in what manner he voted. This procedure, the Commission feels, will tend to provide each employee the right to cast his vote in secrecy, and to keep his ballot secret so that there can be no recrimination against him regardless of how he votes.

Employers filed five (5) representation petitions during the past year, one of which resulted in an election wherein the claiming labor organization did not prevail; four (4) petitions are pending at various procedural levels.

A total of twenty-seven (27) unfair labor practice charges were filed, two of which alleged misconduct against labor organizations. Concerning the lat-

ter, one charge was dismissed after investigation and informal conference, and the other is pending in the investigatory stage.

Unfair labor practice charges were filed in twenty-five instances against employers by labor organizations or individuals. The substance of these charges dealt mainly with such matters as inquires and coercion of employees relative to their activities in union affairs, discharges or threats of discharge of employees to discourage membership in a labor organization, and interference immediately prior to representation elections conducted by the Commission.

The agents of the Commission conducted twenty-four (24) informal conferences in connection with unfair labor practice charges. Four charges were withdrawn after an amicable settlement had been made by the parties as a result of the conferences, and four (4) charges were dismissed for lack of sufficient cause. Two (2) charges were dismissed after formal hearings on complaints issued therefrom, when the parties entered into an amicable agreement.

The Commission's docket discloses that fifteen (15) unfair labor practice charges and complaints are now pending.

A total of 372 days were required for hearings and elections. This figure does not include the number of days required by the Examiners in their capacity as field representatives relative to investigations made at the offices of employers and at the homes of employees.

In all cases wherein the Commission was a party to a proceeding in the Superior Court, the Commission prevailed. At the present time, there is one proceeding pending in the Superior Court for the enforcement of an order directed against an employer which did not comply.

The Commission notes that no cessation of employment was in evidence in all cases where the parties sought its services. The Commission is grateful to Labor for the trust and confidence placed in it. The Commission is cognizant of its duties and responsibilities and it is its firm desire to carry them out to the utmost so that the rights guaranteed employees by the State Labor Relations Law will always be protected.

EDITOR'S COMMENT: Since the Federation's last convention, the personnel of the Massachusetts Labor Relations Commission has been greatly changed by retirement or death. Former Governor James M. Curley has succeeded Charles N. Collatos and Martin F. Fay was also appointed by Governor Furcolo to fill the vacancy caused by the death of an old and respected trade unionist, William E. G. Batty of New Bedford. Harry P. Grages, a trade unionist of long standing and service, continues to serve as Chairman of this important Agency and has prepared the summary of the Board's activities outlined above. It indicates perhaps, to the surprise of some, that the State Labor Relations Commission has been an extremely busy and important agency during the past year. We note with interest the details about the number and nature of representation and unfair labor practice cases that have been conducted by the Commission. Many trade unionists tend to forget that while the jurisdiction of the State Labor Relations Commission, more limited and less dramatic than the scope of the National Labor Relations Board, is still the only salvation of many unions in the service trades and other intrastate industries.

DIVISION OF EMPLOYMENT SECURITY

The following are some employment security activities of the past year which should interest labor:

A decision of the Massachusetts Supreme Court involving the Judson Thompson Manufacturing Co. v. The Director of the Division of Employment Security would be of the most widespread interest to labor. As a result of this decision, benefits can no longer be paid to persons who retire because of age pursuant to an agreement between the employer and the claimant's union. Retirement under these conditions was held by the Massachusetts Supreme Court to be leaving of work without good cause attributable to the employing unit. The claimant was disqualified despite the fact that he personally did not wish to retire.

Another case which would be of interest to labor involved Julius Tofias & Co. v. The Director of the Division of Employment Security. The court ruled that "Claimants (had) filed claims for benefits the day after the strike in which they were engaged was called off by their union when it became evident that the struck employer had closed the door to further negotiations. The employer announced in the daily paper the closing of the plant, listed its property for lease, advised the town selectmen and sent a letter to the State Conciliation and Arbitration Board that the company was going out of business and that the employees were discharged. Claimants are held not discharged for misconduct connected with the work when the right to strike is well established by the laws of our land. Furthermore, claimants are not subject to the labor dispute disqualification as the employer-employee relationship had terminated on the day the company decided to close its factory and discharged its employees."

Two decisions made by our own Determination and Hearings Division also had widespread effect. They involved the payment of benefits to claimants unemployed as a result of the Boston newspaper strike and payments to claimants involved in the Boston building trades strike.

The point at issue in both cases was whether certain employees were participating in the labor dispute. The Division ruled in favor of the claimants in both instances and consequently paid benefits to those not "participating" or not belonging to a "class of workers" who were "directly interested" in the dispute.

Legislation which was passed this year which would be of interest to labor is the so-called "extended benefit law" and an amendment to the employment security law which permits the payment of "vocational retraining benefits" to persons who can qualify for them.

As a result of the extended benefit law, a claimant may now collect up to 13 weeks of additional payments if he exhausted his claim subsequent to June 30, 1957. This law will continue in effect until April 1, 1959 unless it is further extended by the federal government, which is loaning the money under which the benefits are paid. The Federal Unemployment Compensation Act, which permits these loans, established the April 1, 1959 dateline.

The "vocational retraining bill" permits a claimant to collect up to 44 weeks of unemployment benefits while receiving industrial retraining which has been approved by either the director of this division or the Massachusetts

Department of Education. The first requirement for receiving benefits under this law is to have an approved unemployment compensation claim. A claimant who qualifies for the maximum benefits of 26 weeks can receive 18 weeks of additional payments while attending a vocational retraining course. The course can start immediately upon unemployment and continue through the entire 44 week period. Massachusetts is one of only two states that has such a law. Michigan has a much more limited law than ours.

Legislation was passed in October, 1957 increasing dependency allowances from \$3 to \$4. Several weeks ago dependency allowances were extended also to handicapped children even though they were above the 18 year-old limit prescribed in the dependency allowance provision of the Massachusetts Employment Security Law.

Another amendment to the employment security law which would interest labor is the severance pay law which became effective in November, 1957. As a result of this legislation, a distinction is made between severance and dismissal pay. Under the new law a person receiving severance payments may be eligible for unemployment benefits immediately. The severance payments will not be used as a basis for disqualification.

Another piece of legislation which would be of interest to labor is House Bill 2665, sponsored by the Governor, and now in the Senate Ways and Means Committee. This provides for a Governor's Committee on Employment of the Handicapped and specifies that the committee shall have labor representation. Up to now there has been no legislative opposition to it and it is expected to be reported out shortly.

During the year ending June 30, 1958 unemployment benefits totalled \$60,804,587. \$112,368,547 were paid to Massachusetts unemployed in the year ending June 30, 1958.

EDITOR'S COMMENT: The Massachusetts Federation of Labor is happy to welcome back Antonio England as Director of the Division of Employment Security. Tony England's return to this vital Agency has resulted in a more sympathetic understanding and administration of the complex provisions of the Unemployment Compensation Law. In few agencies does the administrative head have such broad discretionary powers, to promulgate regulations and directives affecting the interests of working people.

Because of the vast unemployment that workers in Massachusetts as well as the entire country have experienced during the past year, the functions of the Employment Security Division and its various offices have been taxed to capacity. For the most part jobless workers were accorded the courtesy and consideration that they were entitled to as self-respecting citizens. In a few district offices arbitrary and arrogant attitudes were displayed by certain personnel of the Division. A committee from the Federation conferred with Director England outlining specific cases of discourteous treatment of claimants. We are happy to report that as a result of our conference the Director corrected the situations speedily and satisfactorily.

In the foregoing report Director England outlined some significant and far-reaching decisions affecting the Employment Security Act. The most important and unfortunate from the workers' point of view was the Massachusetts Supreme Court decision in the Judson L. Thompson Manufacturing Company case. As a result of this decision workers retired under a negotiated pension or retirement program are henceforth ineligible to receive unemployment com-

pensation benefits even though they are physically able and available to perform other employment. The impact of the Thompson decision has created havoc among many affiliates of this Federation. Pending before the Legislature is an amended bill House No. 1331, that if enacted, would overcome the adverse effects of this historic decision.

In a number of strike situations during the past year, the role of the Director of Division of Employment Security was a vital factor in favorably determining the benefit rights of workers indirectly involved in these labor disputes. We gratefully acknowledge the forthright and understanding manner in which Director England made his favorable determination in these complex labor dispute cases.

Recently enacted by the Legislature were two measures extending the duration of benefits for jobless workers who had exhausted their benefit payments. The first applied to workers engaged in retraining programs who are now entitled to 18 additional weeks of benefits, and the most recent measure, provided a 50% extension in the duration of benefits for all exhaustees since June 30, 1957. Patterned after similar legislation enacted by the 1958 Congress, this will enable many thousands of workers to receive additional compensation up to a maximum of 39 weeks.

MASSACHUSETTS DEPARTMENT OF COMMERCE

The Massachusetts Department of Commerce, under the leadership of Commissioner John T. Burke, is acutely aware of the vital role labor plays in the economic development and industrial expansion of the Commonwealth. A major "selling point" to industrialists seeking to locate in Massachusetts is the excellent labor-management relations that exist here. The versatility of our labor pool is another attractive inducement to the out-of-state industrialist seeking a new plant location. These factors are constantly stressed by representatives of the Massachusetts Department of Commerce in the never-ending campaign to bring new industry into the Bay State.

During the past year, it has been gratifying to Commissioner Burke that organized labor has given full, unstinting cooperation to the Department of Commerce in its promotional enterprises. Many local unions, as well as individual leaders in the labor movement, joined with the Department in the very successful "Promote Massachusetts" campaign of recent weeks. Labor is represented on Governor Furcolo's Advisory Committee on Industrial Development and an officer of the Massachusetts Federation of Labor is a member of the Advisory Committee of the Women's Division of the Massachusetts Department of Commerce.

Full utilization of organized labor's vitality and ingenuity in bringing more industry into Massachusetts is a principal aim of the Department of Commerce. To bring in more industry and promote more enduring jobs, the Massachusetts Department of Commerce, this past year, launched the most intensive promotional campaign in the history of the Commonwealth. Every conceivable line of communication has been—and is still being used—to bring to every corner of the nation the fact that the Bay State is a good place in which to live and which to work.

The five divisions in the Department are expending every effort to bring about an unprecedented industrial expansion, create more jobs and insure economic security for every family within the Commonwealth.

The Research Division, for instance, made a preliminary study to determine the skills that are needed at present and those that will be needed in the future consistent with the changing pattern of our industrial structure. This division also makes special studies for firms considering Massachusetts as a site for their new plant.

Statistics and other information are also provided to assist the manufacturer in every way, to stimulate interest and let him know that Massachusetts is a progressive and forward-looking state. The division also issues a directory of products made in Massachusetts, making it easier for buyers to order and thus increase the demand for our products. Such service assists in creating jobs through increased sales.

Our DEVELOPMENT DIVISION has as its primary purpose the expansion of industry in Massachusetts. This division is staffed by experts in the field who seek out and locate manufacturers for new products. It lists and publishes locations of available industrial buildings in Massachusetts, making it easier for employers to get started.

The newly created WOMEN'S DIVISION, of which one of your vice-presidents, Mrs. Helen Tafe O'Donnell is an advisory committee member, counsels and advises women in starting businesses of their own; it assists them in locating the source of materials for the products they manufacture and provides them with all pertinent information regarding the marketing of products.

Another of our new divisions, VACATION/TRAVEL, advertises Massachusetts in every possible medium throughout the nation. It prepares and directs advertising campaigns to increase our tourist business. Last year, for example, visitors to Massachusetts spent an estimated \$350,000,000 on their vacations here. It is a notable fact that States which attract large numbers of vacationers, also attract new industries.

It is the purpose of the Massachusetts Department of Commerce to make Massachusetts the foremost tourist State in the nation, and the leading industrial State in the northeast. This can be done with the cooperation of all—especially organized labor.

EDITOR'S COMMENT: This year for the first time the Officers Report includes a summary of the activities of the revitalized and expanded Massachusetts Department of Commerce. This relatively new state agency is now directed by Commissioner John T. Burke and is concerned with the promotion of Massachusetts' economic and recreational development. For many years Massachusetts has been outdistanced by other states in promotional campaigns to attract new industries. Belatedly, and despite limited funds, this state through the Department of Commerce has embarked on a program to recoup its industrial and recreational supremacy. Naturally, organized labor has a vital stake in the successful attainment in the State Department of Commerce's ambitious program. It is heartening to note that Vice-President-At-Large, Helen Tafe O'Donnell of the Massachusetts Federation of Labor, has recently been appointed as a member of the Advisory Committee to the newly created Women's Division of the Department of Commerce. Vice-President O'Donnell will bring a wealth of ability and experience to the important work of this new division.

REPORT OF LEGISLATIVE ADVISORY COMMITTEE

Members: KENNETH J. KELLEY, *Chairman*; JOHN A. CALLAHAN, MICHAEL J. NORTON, THOMAS J. RUSH, OSCAR R. PRATT, JOHN F. WIPFLER, JEREMIAH CALNAN, MANUEL F. LEWIS, JAMES A. BROYER, JOSEPH D. McLAUGHLIN, WILLIAM H. MORAN, JAMES P. LOUGHLIN, EDWARD WALL, DANIEL J. LAWLER, JAMES E. MURPHY, ARTHUR ANCTIL, HELEN T. O'DONNELL, NEIL MACKENZIE, HELEN F. KIRBY, DANIEL F. DOWNEY, JOHN CARROLL, SALVATORE A. PERCOCO, WILLIAM J. MC-CARTHY, JOSEPH A. SULLIVAN, WILLIAM H. McNEILL, MICHAEL J. GORMLEY, BERNARD E. DEE, DAVID P. McSWEENEY, PETER F. DAY, ANDREW A. MCGLINCHY, SAMUEL GALLAGHER, FRANCIS E. LAVIGNE, JOSEPH STEFANI, C. STANLEY WHYTE, JOSEPH A. SLATTERY, JAMES M. MURPHY, VINCENT DiNUNNO, JOSEPH P. O'DONNELL, ROY SUPRENANT, RALPH ROBERTS, MARTIN PIERCE, GEORGE DONOVAN.

In addition to the Annual Congressional Luncheon held December 27th, 1957, there were 4 Legislative Advisory Committee luncheons held in February, March, April and May of 1958. At the first Annual Congressional Luncheon held during the Christmas holidays, there were present, most of the members of the Legislative Advisory Committee, Senator Leverett Saltonstall, Majority Leader John W. McCormack, Congressmen Thomas J. Lane, Harold D. Donohue, Thomas P. O'Neill, Jr., Laurence Curtis, Torbert H. Macdonald, Edward P. Boland and Congresswoman Edith Nourse Rogers.

We were fortunate in securing Andrew Biemiller, Director of the Legislative Department of the AFL-CIO as the principal speaker. Mr. Biemiller outlined the AFL-CIO policy on national labor legislation that would be pending before the second session of the 85th Congress. Among the measures he discussed were the Forand Bill amending the Social Security Act, the Douglas-Kennedy Bill on financial accountability on health, welfare and insurance funds. Mr. Biemiller summarized policy decisions on legislative and other matters adopted at the AFL-CIO Atlantic City convention.

Chairman of the luncheon was Kenneth J. Kelley, Secretary-Treasurer-Legislative Agent of the Massachusetts Federation of Labor. Other speakers were President John A. Callahan; Vice President Helen T. O'Donnell; James M. Murphy, President of the Boston Government Employees Council, AFL-CIO; Majority Leader, John W. McCormack who complimented the Federation in arranging these meetings as well as Senator Saltonstall and all of the Congressmen present. They joined with Congressman McCormack in commending the Federation for its statesmanlike approach to National legislation and expressed the opinion that these congressional luncheons enable the members of the Massachusetts congressional delegation to better understand the problems and viewpoint of the Massachusetts labor movement.

The 1957 luncheon marked the 5th in a unique series that the Legislative Advisory Committee of the Massachusetts Federation of Labor has conducted annually during the Christmas holidays. In addition to those listed above, there were present also the members of the Executive Council as well as the Chairmen of the Federation's standing committees who combined constitute the Legislative Advisory Committee. Based upon our experiences with this approach to liaison with the Massachusetts congressional delegation, it is the firm hope and con-

viction that the Legislative Advisory Committee's functions and operation will be continued under the new merged state labor organization that is to be created at this convention.

The next luncheon meeting of the Legislative Advisory Committee was held February 12th, 1958 at the Parker House, Boston. Invited guests and speakers at this meeting were Commissioner Thomas W. Bowe of the Industrial Accident Board; Laurence Locke, Legal Advisor to the Federation's Committee on Workmen's Compensation; Representative Michael J. Carroll, Chairman of the Committee on Labor and Industries and President John A. Callahan.

Chairman Kenneth J. Kelley welcomed the guests and outlined the 36-point legislative program that the Massachusetts Federation of Labor had filed with the 1958 Legislature, with particular emphasis on 6 bills relating to the Workmen's Compensation Act. He then introduced Thomas W. Bowe who discussed a number of the many workmen's compensation bills that were pending before the Legislature, as well as some of the administrative problems that he had encountered as a member of the Industrial Accident Board. Next Laurence Locke summarized the need for corrective legislation to improve the Workmen's Compensation Act, particularly to correct some of its inequities and anachronisms. He urged the union officers present to familiarize themselves with the provisions of the Workmen's Compensation Act, as well as the procedures of the Industrial Accident Board. He pointed out these were outlined in the workmen's compensation pamphlet published by the Massachusetts Federation of Labor's Committee on Workmen's Compensation.

Representative Michael J. Carroll discussed a number of the important bills that were awaiting hearing or action by the Committee on Labor and Industries at the State House. He strongly criticized 2 pending bills, House 1645 and 1646 relating to the procedures of the State Board of Conciliation and Arbitration. In Representative Carroll's words, these 2 measures would establish a lawyers paradise and be greatly detrimental to unions involved in cases before this agency. Other legislators present were introduced. President John A. Callahan commended the legislators present for their favorable attitude and action on labor measures at the State House and urged them to continue to support measures designed to improve the law of working people and their families. The program for the March Legislative Advisory Committee luncheon was discussed and adopted. The meeting stood in silence in memory of Edward P. Reardon who recently had passed away.

At the March 19th Legislative Advisory Committee luncheon invited guests included Senate President Newland H. Holmes; Democratic Floor Leader John E. Powers; and Senators Burkhardt, Donahue and Hedges. Chairman Kelley summarized some of the labor bills that had already been adopted by the House and were awaiting action before the Senate. President Holmes and Hedges spoke briefly thanking the officers of the Federation for their courteous reception and dedication to legislative work. President John A. Callahan reported on the AFL-CIO Economic Conference that had been held recently in Washington, D. C. He described the theme of this conference a "Put America Back to Work" and outlined the 6-point forward-looking program that he and Secretary-Treasurer Kelley had brought to Washington as the Massachusetts Federation of Labor's contribution to this important meeting.

Senator John E. Powers was the final speaker and he discussed frankly and forcefully the major legislative issues before the 1958 Legislature. He expressed his appreciation to have been associated with the Federation in the successful

campaign against the so-called limited 3% Sales Tax in 1957. He presented the strong and compelling arguments in support of the Withholding measure which would be coming up shortly and observed that the Federation had consistently supported this pay-as-you-go system for collecting state income taxes. He discussed a number of the economic problems confronting Boston and the entire Commonwealth and urged the Federation and all unions to take an active part in arriving at solutions to them on Beacon Hill and at City Hall.

At the April 9th Legislative Advisory Committee luncheon, the House leadership and membership were honored. Speaker John F. Thompson spoke briefly about the duties of his office and the attitude and actions of the House on major labor legislation during the session to date. Majority Floor Leader, Representative Charles Artesani thanked the Federation and its officers for the fine cooperation and support that he had always received.

Senator Donald Gibbs, Senate Chairman of the Committee on Labor and Industries expressed his pleasure at the constructive purposes and accomplishments which these legislative luncheons had achieved. He stated that he was greatly impressed at these informal get-togethers and they enable both labor leaders and legislative leaders to arrive at common understanding and constructive action. Representative Michael J. Carroll, House Chairman of the Committee on Labor and Industries concurred in the views expressed by Senator Gibbs. The other legislators present were introduced and spoke briefly; they included Senator John Parker of Taunton, Senator Stanley Zarod of Springfield and Representative William Longworth of Methuen.

The principal speaker at this 3rd Legislative Advisory Committee luncheon was Commissioner of Labor and Industries, Ernest A. Johnson. Commissioner Johnson outlined some of the many duties and responsibilities invested in his department and pointed out some of the difficulties encountered in administering the numerous labor laws. Commissioner Johnson spoke particularly strongly about the pitfalls and impracticalities of House Bills 1645 and 1646. He described the origins of this legislation and commended the Federation for having strongly opposed its passage, even though it had been favored by the State CIO and a few isolated officers of AF of L unions. Chairman Kelley congratulated Commissioner Johnson for the courageous and efficient manner in which he has administered the duties of Commissioner of Labor and Industries and assured him of the continued support and assistance of the Federation.

President John A. Callahan was the final speaker and he discussed the serious unemployment situation that existed in a number of Massachusetts communities particularly in such textile areas as Lawrence, Lowell, Fall River and New Bedford. Chairman Kelley announced that the May luncheon meeting of the Legislative Advisory Committee would be known as "Ladies' Day" with the 3 lady senators as principal guests.

The final Legislative Advisory Committee luncheon of the current series was held May 19th at the Parker House, Boston. As previously announced, the distaff side of the Legislature and the labor movement dominated the proceedings. Chairman Kelley presented Miss Sally Parker, National Representative of the American Federation of Teachers who discussed a number of the educational bills in which the teachers union had actively participated. She discussed the "Right to Eat" bill which the Federation had filed and which had provoked considerable discussion since its passage. Miss Parker convincingly pointed out that there is nothing revolutionary or unreasonable about a law that requires that school teachers be given a 30-minute duty-free lunch period. She dis-

cussed another bill that the Federation had filed, House 1474, which establishes a Bill of Rights for Public Employees. This measure had passed the House and was awaiting final action in the Senate. The \$4,000 Minimum Salary for School Teachers bill which the State Federation had also filed was referred to as well as the AFT's proposals to grant Teachers De Novo appeal rights when discharged.

An added starter and welcome guest at the luncheon was Chairman of the House Ways and Means Committee, Representative John Toomey who thanked the Federation and its officers for their fine cooperation and assistance both to him personally as well as in his capacity as Chairman of the most important committee in the House.

Senator Elizabeth A. Stanton of Fitchburg and Mary Fonseca of Fall River were introduced and spoke briefly. Senator Leslie Cutler of Dedham expressed her observations on a number of major legislative problems as well as the functions of some state departments and agencies. She vividly described her many visits to various state institutions and her genuine interest in the problems of the inmates of these institutions. She discussed her proposal to establish a Division of Women and Children in the Department of Labor and Industries and pointed out what the responsibilities and advantages that would flow from the creation of this new Division which exists in most other states.

President John A. Callahan thanked the invited guests and the committee members for their attendance and interest. He expressed his great appreciation of the fact that Congress, at long last, passed a bill for Federal aid to economically distressed areas and expressed the hope that this needed legislation would be approved by the President. It would alleviate the misery and distress that was afflicting millions of jobless workers and their families.

Chairman Kelley announced that it did not appear possible that further Legislative Advisory Committee luncheons could be held during June or July; this was due chiefly to the fact that the Legislature would be holding both morning and afternoon sessions, thereby making it inconvenient for legislators to leave their duties at the State House to attend a 2-hour luncheon. He summarized the status of the major labor bills that were awaiting initial or final action at the State House. As in the past, the bottleneck again would be in the State Senate. He urged the union leaders present to keep close and constant touch with their State Senators in order that the Federation would be successful in its major legislative objectives.

From all indications and reports, the informal luncheon meetings of the Legislative Advisory Committee have been eminently successful. They constitute a valuable buttressing of the Federation's legislative program and its outcome. It is our sincere conviction that, based upon the success achieved by these luncheon meetings with legislators, the Federation should do everything possible to see that the Legislative Advisory Committee and its firmly established program is continued after merger takes place between the Massachusetts Federation of Labor and the Massachusetts State CIO Council.

REPORT OF COMMITTEE ON LEGISLATION

Members: WILLIAM H. McNEILL, *Chairman*; WILLIAM J. MCCARTHY, ANDREW A. MCGLINCHY, DAVID P. MCSWEENEY, PETER F. DAY, BERNARD E. DEE, MICHAEL J. GORMLEY, JOSEPH A. SULLIVAN, SAMUEL GALLAGHER.

A meeting of the Committee was held November 29th at which William H. McNeill was elected Chairman. In view of the approaching deadline for filing legislation, the meeting was devoted to a discussion of the specific bills that the Massachusetts Federation of Labor would introduce at the 1958 session of the Legislature. In this connection, resolutions calling for legislation that were adopted at the 1957 annual convention, were analyzed. Measures that had been filed with previous Legislatures, and others defeated or only adopted in part, were reviewed. It was voted to recommend to the Executive Council, that the following 36-point legislative program constitute the 1958 legislative proposals of the Massachusetts Federation of Labor:

<i>Bill No.</i>	<i>Title</i>
1. S-161	\$4,000 Minimum Salary for School Teachers
2. S-381	\$1.00 an Hour State Minimum Wage
3. H-1209	"Right to Eat" Law for School Teachers
4. S-219	Woman-Consumer Representation on DPU
5. H-635	Correcting Abuses in Industrial Homework
6. S-380	\$45.00 Weekly Maximum Workmen's Compensation Benefits
7. H-649	Protecting Re-employment Rights of Injured Workers
8. H-1511	Reorganization of State Housing Board
9. H-673	Regulating Sale of Meat and Food Products on Sunday
10. H-645	Overtime After 40 Hours
11. S-449	Minimum Standards for Barbers
12. H-627	Prevailing Wages for Demolition on Public Works Proj.
13. S-378	Increasing Dependency Allowance Under Workmen's Compensation to \$5.00 Weekly
14. H-634	Increasing Dependency Allowance Under Unemployment Compensation to \$5.00 Weekly
15. H-636	Permitting Employees of Non-Profit Institutions to be Covered by Unemployment Compensation
16. H-1474	Bill of Rights for School Teachers
17. H-595	Protecting Employees Participating in Group Insurance Plans
18. H-1094	Competitive Bidding in Brick and Stone Work
19. H-1206	Regulating the Awarding of School Bus Contracts
20. S-373	Increasing Unemployment Benefits to \$40.00
21. S-379	Amending Anti-Injunction Law
22. H-613	Panel of Three Judges in Labor Cases
23. H-647	Expediting Certification in Labor Board Cases

24. H-1317 Unemployment Compensation in Cases of Lock-outs and Refusals to Arbitrate
25. H-603 Investigation of High Costs of Workmen's Compensation Insurance
26. H-1336 Preserving Secrecy of Union Authorization Cards
27. H-498 Revision of State Income Tax on a Graduated Basis
28. S-372 Subsistence Benefits Under Workmen's Compensation Law
29. H-1765 Increased Inspection Force for Radiation and Other Industrial Hazards
30. H-730 Social Security Supplement for Public Employees' Pensions
31. H-1265 Permitting Cities and Towns to Participate in Health and Welfare Programs
32. H-1099 State Fund for Workmen's Compensation
33. H-954 Insurance Authority for Sickness Compensation
34. H-1450 Salary Increase for State Employees (filed jointly with Mass. Council, AFSC & ME)
35. H-1246 Restricted Licenses for Drivers of Commercial Vehicles
36. H-1329 Clarifying the Hours of Labor for Women and Minors

The committee proceeded to discuss the program for the reception and luncheon to the Massachusetts Congressional delegation that annually is conducted during the Christmas holidays. Since this luncheon would be concerned with federal legislation, it was voted to invite Andrew Biemiller, Director of Legislation, from the National office to come to Boston and outline the AFL-CIO proposals to the 2nd session of the 85th Congress. The other details for the Congressional Luncheon were referred to by Secretary-Treasurer-Legislative Agent Kenneth J. Kelley.

Next, the committee discussed the desirability of continuing the monthly luncheons to key leaders of the Massachusetts Legislature. It was voted to commence these luncheons in February and to continue them through June. Further, it was agreed that each luncheon would be devoted to one particular field of legislation and that speakers from the Federation as well as the legislators, address themselves to the subject selected. The members of the Committee on Legislation participated in the five Legislative Advisory Committee luncheons.

As far as possible, the members of the Committee on Legislation attended the various legislative hearings at the State House on bills affecting labor. We commend Secretary-Treasurer-Legislative Agent Kelley for the fine manner in which he represented the Federation's interests during the extremely long, and at times, most difficult session of the 1958 Legislature. The results that were finally achieved, particularly in the closing weeks of the session, speak eloquently of the effectiveness of our representative on Beacon Hill.

REPORT OF COMMITTEE ON WORKMEN'S COMPENSATION

Members: SALVATORE A. PERCOCO, *Chairman*; CHARLES H. KELLEY, ALBERT LAFRENNIE, HENRY NOLAN, STEPHEN CAHN, CLEMENT H. PORTER, JOSEPH DOUGLAS.

The first meeting of the Committee on Workmen's Compensation was held November 19, 1957. Salvatore A. Percoco was re-elected as chairman. Attending this meeting also were Laurence Locke, Legal Advisor to the Workmen's Compensation Committee and Kenneth J. Kelley, Secretary-Treasurer-Legislative Agent of the Federation.

The Committee carefully considered the nature of the Workmen's Compensation bills that the Federation should file with the 1958 Legislature. After discussion it was voted to submit the following:

- Senate No. 380—Increasing maximum Workmen's Compensation benefits to \$45 weekly
- Senate No. 378—Increasing dependency allowance to \$5 weekly
- Senate No. 372—Subsistence benefits under Workmen's Compensation Act.
- House No. 649—Protecting re-employment rights of injured workers
- House No. 603—Investigation of cost of Workmen's Compensation insurance
- House No. 1099—State Fund for Workmen's Compensation

Although similar bills had been filed at previous sessions, it was felt that the benefit levels under the Workmen's Compensation Act had fallen behind the scale of benefits available under unemployment compensation and various forms of health and welfare insurance. Accordingly, the Committee felt that emphasis should be placed upon liberalizing the maximum weekly benefits to \$45, together with the elimination of the 13-week waiting period contained in the present statute. In the opinion of the Committee, the Federation's program represented a well-balanced collection of certain inequities and inadequacies that had existed in the field of Workmen's Compensation.

Subsequent meetings of the Committee were held on January 22nd and May 6th, 1958 at which time the Committee analyzed upwards the 60 bills relating to Workmen's Compensation that had been introduced at the State House. Mr. Laurence Locke gave us the benefit of his legal and practical experience and rendered invaluable service in advising the Committee as well as presenting the Federation's position at the State House hearings. These hearings occupied the best part of 6 weeks and it was encouraging to note the attendance of other members of the Committee, Albert LaFrennie, Clement Porter and Henry Nolan at these hearings. Your Chairman wishes to commend these members and to thank Laurence Locke and Secretary-Treasurer Kenneth Kelley for their cooperation and assistance in presenting the Federation's position on Workmen's Compensation legislation.

Again this year Mr. Samuel Horovitz, an acknowledged authority on Workmen's Compensation, made eloquent and effective presentations of the plight of injured workers before the Committee on Labor and Industries. At present the various Workmen's Compensation bills that have passed the House

are awaiting final action before the Senate Committee on Ways and Means. This same "deep freeze" treatment has occurred in most of the other labor bills at the current session. Your Committee hopes that favorable action will come on these important measures very soon. Some of the other Workmen's Compensation bills have been referred to Recess Commissions for study or have already been defeated. Among the remaining are the following:

House No. 2992—Increasing maximum benefits to \$45 weekly

House No. 649—Protecting re-employment rights of injured workers

These, like most other labor bills, received a favorable report from the Committee on Labor and Industries under the co-chairmanship of Senator Donald Gibbs and Representative Michael J. Carroll and were adopted in the House. In light of the fact that the 1957 Legislature gave precious few improvements in labor legislation, your Committee is hopeful that 1958 will see some long overdue up-dating of such legislation, particularly the Workmen's Compensation Act.

As chairman of the Committee on Workmen's Compensation I attended a number of the Legislative Advisory Committee luncheons that the Federation has again held this year. These offer an excellent opportunity for labor and the Legislature to meet informally and develop a better understanding of each other's viewpoint. At one of the luncheons Laurence Locke made a very effective presentation of the State AFL's position on Workmen's Compensation legislation. He likewise contributed a revision of the excellent booklet on the Massachusetts Workmen's Compensation Law that has been a best seller with the Federation. It is encouraging to note that the demands for this booklet from affiliated unions is continuing. This indicates that the officers and members of local unions are anxious to keep abreast of the provisions and the procedure of the Workmen's Compensation Act.

In conclusion I wish to thank the members of the Committee for their sincere cooperation during the past year and to express our grateful appreciation to Laurence Locke for the splendid assistance and advice he has given both to the committee meetings and to the legislative hearings.

Our thanks also go to Secretary-Treasurer-Legislative Agent Kelley for his effective presentation of labor's viewpoint on Workmen's Compensation legislation.

REPORT OF COMMITTEE ON TAXATION

Members: HELEN F. KIRBY, *Chairman*; ARMANDO V. ALBERGHINI, CHARLES WARREN, CHARLES GRAVEL, MARTIN PIERCE, LUKE KRAMER, PETER REILLY, PHILIP SALEM, THOMAS AHEARN.

The Committee on Taxation in November, at its first meeting of the 1957-58 season, voted to request Secretary-Treasurer-Legislative Agent Kelley to file a bill to amend the Constitution of Massachusetts to permit a graduated tax on income. This action expressed the convictions of the Committee and was at the same time in compliance with a mandate from the 1957 Convention of the Massachusetts Federation of Labor. House bill 498 was filed and heard before the Committee on Constitutional Law of the General Court.

At a subsequent meeting of the Committee on Taxation there was full discussion of various tax bills filed for consideration by the General Court. Although another spate of sales tax bills appeared, it was agreed that they would be dealt with in summary fashion and that we could conserve our energies this year on that score.

For several years your committee has been recommending better administration of existing tax laws, notably the classified income tax, to insure maximum revenue collection. This year, we gave our full support to the bill providing for a withholding system of collection similar to that used by the Federal Government. It must be clearly understood that the withholding system is not a tax measure; it is an effective means of collecting revenue due to the Commonwealth under existing tax legislation, a method of collecting taxes as income is earned.

Most people faced with a state tax bill in the spring and expected to pay in a lump sum their annual indebtedness, agree that the impact of the tax would be greatly diminished if the tax were collected by the week or the month as a payroll deduction. By those who have been successfully evading their tax obligations, the withholding system has been labeled "a new tax," as indeed, to them it is. To those who have been meeting their tax obligations honestly the withholding system has the merit of forcing collection from the tax dodgers.

The magnitude of the problem of collecting taxes due to the Commonwealth is shown in figures released by the Tax Commissioner. In 1953 there were 12,000 forms filed without checks for taxes due; in 1957, 98,000 filed forms without enclosing checks; in 1958, 150,000 filed without checks. Bills, demands, warrants issued to deputy collectors fail to bring in the money nor do threats of interest, demand charges, and warrant serving charges. Every circumstance this year, including the large number of unemployed from whom lump sum tax collections are not anticipated as in the least likely, indicated the advisability of initiating a withholding system. Its defeat in the General Court can only be attributed to political maneuvering in an election year.

Other bills providing new sources of revenue such as a flat percentage on earnings or a percentage of the taxpayer's federal income tax were given consideration by your committee. Although at first look, these seem a simple solution to raising revenue needed by the Commonwealth for its administration and its services, they are really thinly disguised payroll taxes or they have regressive features out of line with the tax policies of the Massachusetts Federation of Labor.

In mid-June the Federation submitted to the Platform Committee of both the Republican and the Democratic State Conventions suggested labor planks. Included was a clear statement of the Federation's unequivocal opposition to the sales tax, general or limited, and of the Federation's advocacy of a referendum to permit the voters of Massachusetts to pass on the question of a constitutional amendment for a graduated income tax. In addition Secretary-Treasurer-Legislative Agent Kelley assured the 1,700 delegates to the Democratic Convention by letter that, regardless of impressions being created by a few mavericks, the labor movement is still holding its traditional, constitutional position against the sales tax.

REPORT OF COMMITTEE ON SOCIAL SECURITY

Members: DANIEL F. DOWNEY, *Chairman*; EDWARD REARDON, WILLIAM J. KELLY, SIDNEY E. LeBOW, CHARLES COSTELLO, LAWRENCE THOMSON, THOMAS C. HEALEY.

During the 1957-58 Legislative session your Committee on Social Security met at various times to discuss and evaluate the various resolutions and recommendations adopted at the 1957 Convention affecting social legislation.

As a result of such discussions, the following proposals were filed with the Legislature by Legislative Agent Kelley in line with the Federation's continuing policy of constantly improving the social standards for our membership and the working people generally throughout the Commonwealth.

S. 373—Increasing Unemployment Compensation to \$40.00 weekly.

H. 634—Increasing Dependency Benefits to \$5.00 weekly.

H. 636—Permitting employees of non-profit institutions to be covered by unemployment compensation.

H. 1317—Unemployment Compensation Benefits to Locked Out Workers and Certain Other Workers involved in labor disputes.

H. 730—Social Security Supplement for Public Employees Pensions.

H. 954—Insurance Authority for Sickness Compensation.

As a result of the deepening recession and at the call of the Legislative Agent, the Committee on Social Security met in emergency session on February 27, 1958 for the purpose of suggesting ways and means to implement the Federation's program that was before the Legislature and any additional proposals or programs to help stem the growing unemployment. After a great deal of discussion, the following six-point program was drafted to present to the appropriate State and Federal Agencies for adoption into positive legislative action as a sound and tested means of alleviating the growing unemployment.

1. \$50 Immediate Reduction in Federal Income Taxes.

2. Extending Duration of Unemployment Compensation Benefits to 39 Weeks.

3. Congressional Action on the Kennedy-McCarthy Bill.

4. Additional Unemployment Benefits to Workers on Retraining Programs.

5. Acceleration of State, Highway, and Public Works Programs.

6. Expanded Federal Public Works Program.

The Committee on Social Security met with Antonio England, Director of Employment Security Division to strongly protest certain local office personnel harassment of claimants seeking benefits. Also to recommend certain changes and improvements in administrative detail that would eliminate the abusive requirement (Form 131 which we routed under Director Marshall in 1949) of listing three places where an unemployed worker had looked for work. The Director promised his full cooperation both in the matter of eliminating office staff harassment and the elimination of the requirement of listing three places the claimant sought employment.

At this writing (June 24, 1958) little if any of the Federation's Six-Point Program has been enacted into law in Massachusetts or in the nation except the wishy-washy Unemployment Compensation Bill requiring states to borrow

if they wish to extend benefits. Such callous disregard for the unemployed calls for sure retribution at the polls in November 1958 and again in 1960.

The Committee wishes to thank all who helped in any way and to Ken Kelley in particular for his usual outstanding leadership in every endeavor he undertakes and every task assigned to him. To the office staff our sincere appreciation for the usual cooperative assistance.

REPORT OF COMMITTEE ON MENTAL HEALTH

Members: HOWARD V. DOYLE, *Chairman*; HARRY FIRGER, CONSUELO MORGAN, JEAN KOPF, AUSTIN QUALEY, JOHN KELLY, SAMUEL MARCUS, PAUL L'ANTIGUA, JOSEPH MCCARTHY.

The Committee has met regularly each month. Several bills concerning the problems of Mental Health Clinics in the communities, plus the payment of small wage incentives to working patients in our hospitals were discussed for consideration and approval.

Committee member, Harry Firger of the American Federation of Teachers has proposed that a course of study be established in our secondary schools to teach the students the basic facts of mental and emotional health. The course would be based on the "four commandments of mental health":

1. Develop self-reliance
2. Face reality
3. Evaluate criticism
4. Learn to get along with other people

The Committee feels that this course should be taught in the eleventh and/or twelfth grade in every secondary school in Massachusetts as a required subject. That there is a need for such a course is evidenced by the prevalence of juvenile delinquency and the maladjustment of adolescents as shown by the increase in clinics for psychotherapeutic purposes in our leading hospitals. We teach all other subject matter in our schools. We have guidance counsellors in choice of courses and colleges. Nowhere in our schools is any provision made to bridge the gap between school adjustment and life adjustment, as related to home and work situations following graduation; or where schooling has been terminated permanently.

The Committee feels, in the adoption of such a course, present teacher personnel who have studied or taught biology could be given an in-service training course by a qualified psychologist or psychiatrist.

A committee of three, Howard V. Doyle, Consuelo Morgan and Harry Firger were appointed to discuss the above subject matter with the Executive Council. The meeting was held on May 14, 1958.

It is the unanimous opinion of the Committee that the delegates to this convention consider the program, as outlined above, and remember that the American Federation of Labor was the first exponent of our present school system. We hope you will give the Committee approval to sit down with leaders in public, parochial and private secondary schools and colleges, mental health associations and others in the name of the Massachusetts Federation of Labor to establish this worthwhile program.

REPORT OF COMMITTEE ON COMMUNITY SERVICES

Members: JOSEPH D. McLAUGHLIN, *Chairman*; BENJAMIN G. HULL, GEORGE CAMPBELL, JOHN J. MULLEN, BERNARD MURPHY, EVERETT McCULLOUGH, GEORGE L. LEWIS, TIMOTHY F. GRADY.

During the past year your Committee has held meetings at which representatives of the National Committee on Community Service Activities AFL-CIO were present. The main objectives of these meetings were to formulate plans for the purpose of co-ordinating the efforts of our State committee and the committees in the local and central bodies. The National representatives have also visited various parts of the state to discuss the local problems of community service representation with local union leaders. They have received the full co-operation and support of your state committee in these efforts.

Your Committee believes that the local and central bodies should follow the objectives of the National Community Service resolution and put them into effect as soon as possible. These objectives are:

1. Encourage equitable labor representation on agency boards and committees.
2. Stimulate labor participation in formulating agency policies and programs.
3. Develop techniques and methods to interpret for union members agency policies and programs.
4. Assist union members, their families, and other citizens in time of need.
5. Plan for union participation in civil defense and disaster relief programs—and operations.
6. Help in the development of health and welfare services, such as blood banks and multiple screening.
7. Co-ordinate fund-raising drives, through voluntary federation wherever possible, for voluntary health and welfare services.
8. Co-operate with other agencies in dealing with, and in solving, social and health problems.
9. Participate in all genuine efforts designed to improve social work standards and practices.

The above objectives should be your guide in community service activities.

Your Committee shall contact every organized local and central body, perhaps before you read this report, asking them to send the names of the Community Service Committee and its chairman to the State Federation office. This undertaking shall be for the purpose of greater co-operation on a state and local level in advancing our community service program. It will also facilitate a more easy and direct line of communication between our local and state committees.

Your cooperation and support in this endeavor will be greatly appreciated.

COMMITTEE ON HOUSING

Members: JOHN CARROLL, *Chairman*; CHARLES S. CLOUGHERTY, JAMES R. J. MACDONALD, CHARLES A. BURNS, LOUIS SARNO, HARRY P. HOGAN, THOMAS E. RYAN.

Your Committee has watched with deep concern the shift in federal-local relationships in the low-rent public housing program toward complete control by the Federal Government. Over the past twenty (20) years, local housing authorities have been progressively robbed of initiative and responsibility. Practically all authority has become centralized in Washington. The public housing program is today local in name only, not in fact.

The voice of your Committee, time and again, has been raised against this dangerous trend away from all measure of local autonomy. This year the storm of protests from all over the country has been so unanimous and so convincing that the Congress of the United States is attempting remedial action. The Housing Act of 1958, which has been approved by the Senate and is now awaiting action in the House of Representatives, contains many of the legislative changes for which your Committee has fought long and hard. The Act re-affirms the local character of the public housing program and implements this principle by statutory amendments that will bring about decentralization and establish effective local control. The Housing Act of 1958, if finally enacted as approved by the Senate, can be the most far-reaching and fundamental enactment since the origin of the public housing movement in this country.

This new look for public housing is long overdue. The program has lost its vitality. Its strength has been sapped from without by enemies hacking away at the size of the program. It has been weakened from within by the cancerous growth of federal red-tape and excessive interference. Federal supervision over the actions of local authorities has now reached such appalling lengths that no detail of construction or management is free of interference and harassment. No local authority can make an important decision without federal clearance. Local authorities are treated as irresponsible and unfit to build and manage housing developments. They are considered to know less about the needs and desires of the local community than some far-off federal bureaucrat. The result of this emasculation of the public housing program as originally intended by the Congress has been an almost complete collapse of effective federal administration. The desperate plight of the program is crystallized by the shocking revelation that only two hundred (200) dwelling units have been placed under construction out of the 70,000 units authorized in 1956. It is painfully obvious that something is radically wrong. It is the conviction of your Committee that the major cause for the stagnation of the public housing program can be eliminated by the Housing Act of 1958. What is most needed is a bona fide working federal-local partnership. The local authority must be responsible for the operation of the program. Federal participation must be limited to financial assistance, technical advice as required, and essential supervision to assure the protection of its financial investment and the accomplishment of the purposes of the program.

The Housing Act of 1958 will do much to bring about a working federal-local partnership. The Act sets forth in clear and unmistakable language the

responsibility of the local authority for the operation and management of low-rent housing. Full responsibility would be vested in the local authority for the establishment of eligibility requirements and rents, the preparation of budgets and the control of expenditures. The continual supervision, policing, and auditing of local operations would be at an end.

Properly audited financial statements, in the absence of fraud, gross waste or extravagance, will be accepted as final and conclusive by all officers of the Federal Government, except the General Accounting Office. This provision is essential to establish local responsibility and will eliminate one of the principal sore spots in federal-local relations. It would in no way jeopardize the vital interests of the Federal Government and would result in substantial administrative savings.

Under the new Act, annual contributions would be made a fixed and definite sum payable to local authorities each year. Any excess of receipts over expenditures would be divided, one-third to the local authority, to be used solely for low-rent use, and two-thirds for the advance amortization of capital debt. Under present law, any residual receipts are applied to reduce the annual federal contribution.

The proposed system would work as follows: Suppose a local authority had an annual contribution contract for \$100,000 for a forty (40) year amortization period and had residual receipts of \$10,000. Under the present law, the \$10,000 would be applied to the current debt service payment and the annual contribution would be reduced to \$90,000. Under the new plan, \$6,700 of the \$10,000 would be used for advance amortization and the other \$3,300 would go to the local authority. The payment of \$6,700 toward advance amortization would result in paying off the loan in thirty-five (35) years, rather than the present forty (40) year period, a saving of \$450,000 ($5 \times \$90,000$), since annual contributions would have to be made for only thirty-five (35) years. Annual contributions would be increased by \$10,000 a year for thirty-five (35) years for a loss of \$350,000. The net savings to the Federal Government would be \$100,000. Possible higher interest costs to the Federal Government because of the advance payment of annual contributions are disregarded in this computation and may reduce the margin of savings somewhat. In the long run, however total federal contributions would not be increased.

The present method of annual contributions with its mandatory reduction of residual receipts has caused federal supervision of local activities to grow far beyond that of other federal assistance programs. The provision for sharing residual receipts will offer an incentive to local authorities to achieve all possible economies in operation and management and will provide opportunities for program improvements now impossible.

Another important change under the new Act would vest responsibility in local authorities for setting income limits and rents. Income limits for admission would be limited to the same ceiling as under present law, which requires a gap of at least twenty (20) per cent between income limits and the income levels at which private housing is available. The twenty (20) per cent gap limitation would not be applicable to displaced families however. This exception is essential to permit the relocation of the many displaced families that fall within this gap in other than substandard housing.

The present requirement that rents be at least twenty (20) per cent of income, less allowable exemptions, would be waived. Local authorities will

be able to set rents in accordance with the needs of low-income families in their localities. Under this flexible policy, lower rent-income ratios could be established for large families than for small families in order to help large families meet their budgetary needs. Rents of course would have to be high enough to meet current operating expenses. The sharing of residual receipts would provide the incentive to charge rents as high as possible while still meeting the needs of low-income families.

These considerations will allow a more representative cross-section of low-income families in public housing and strengthen the stability of the program. The tendency to use public housing exclusively as a dumping ground for welfare and problem families will be curbed. Present regulations force local authorities to take the worst sort of problem families displaced from renewal areas and force them to evict higher-income families whose continued occupancy might set higher standards of living and provide leadership for less fortunate families.

The new Act would also facilitate the development of low-rent housing in urban renewal areas by eliminating the present barrier of the double contribution requirement. At present, the locality contributes tax exemption for low-rent housing and also one-third of the loss incurred in buying, clearing, and disposing of land in renewal areas. Hereafter, the local tax contribution would be recognized as sufficient to satisfy the one-third loss share attributable to that portion of the renewal area used for public housing. Urban renewal sites are often appropriate locations for the re-housing of low-income families. Such a use would keep families in neighborhoods to which they are accustomed and which are convenient to their places of employment.

As reported by the Senate Committee but eliminated when approved by the Senate, were certain provisions relating to over-income families. These families would have been permitted to remain in public housing at economic and unsubsidized rents, if suitable private housing was not available. Further, local authorities would be authorized to sell individual units to over-income tenants or cooperatives of tenants, if such action was considered desirable locally. Your Committee would like to see these proposals restored by the House of Representatives. An effective public housing program should permit normal living conditions and encourage self-improvement.

This Report has outlined the new public housing features of the proposed Housing Act of 1958. The emphasis throughout is on local responsibility. These are the tools that will be placed in the hands of the local housing authority. It will be up to the local authority to use these tools to produce a really effective public housing program that will provide decent homes for the low-income families of America. Without good administration, all the legislation in the world will be of no avail.

To do an effective job, there must be a resurgence of strength in the local authority. There must be a re-birth of the crusading spirit of earlier days. The lethargy and apathy that have followed in the wake of the loss of initiative and responsibility must be shaken off. The local authority must become once again a dynamic force in the community. It must regain its rightful place of leadership in the field of housing. Public acceptance and support, vital to an effective program, will be the reward of good administration.

Respectfully submitted,

JOHN CARROLL, *Chairman*
Committee on Housing

COMMITTEE ON EDUCATION

Members: JOHN A. CALLAHAN, *Chairman*; FRANCIS E. LAVIGNE, *Director*; KENNETH J. KELLEY, *Secretary*; GEORGE DONOVAN, JOHN CARROLL, VINCENT DINUNNO, JAMES M. MURPHY, MARTIN PIERCE, JOSEPH A. SLATTERY, RALPH ROBERTS, JOSEPH P. O'DONNELL, ROY SUPRENANT, JOSEPH STEFANI and C. STANLEY WHYTE.

REPORT WILL BE SUBMITTED SEPARATELY AT CONVENTION.

REPORT OF THE MASSACHUSETTS UNION LABEL COUNCIL

Members: MARTIN J. CASEY, *President*; WILLIAM H. MCNEILL, *Secretary-Treasurer*; *Vice Presidents* JAMES J. QUINN, LOUIS R. GOVONI, JOHN F. WIPFLER, ARTHUR ANCTIL, ALBERT WYTHER, WILLIAM SCOTT, EDWARD WALL, WILLIAM FARRELL, DANIEL J. COAKLEY, JAMES J. DUNN, ERNEST CANN.

The Fourth Annual Convention of the Massachusetts Union Label Council, AFL-CIO, held Saturday, May 17, 1958 convened in the hall of Local 277, Hotel Cafeteria and Waitresses Union, AFL-CIO at 523 Commonwealth Avenue, Boston, Massachusetts, at 10:00 a.m. Martin J. Casey, President, presiding.

Invocation was given by Reverend Francis J. McDonnell, Director of the Archdiocesan Labor Institute and Catholic Labor Guild. Delegates were welcomed by President Thomas Healey of the Boston Central Labor Union on behalf of the 197 affiliated local unions affiliated with this body. A further welcome was given by Mr. Brown representing the Mayor of Boston, John B. Hynes, on behalf of the people of that City, who presented President Casey with an official brochure of the City of Boston.

President John J. Mara of the Union Label and Service Trades Department addressed the delegates on behalf of this parent organization the Boot and Shoe Workers' Union, and their difficulties with the General Shoe Corporation (makers of Jarman, Flagg Brothers, W. L. Douglas, and Fortune Shoes) where he charged anti-union and racial bias were practiced.

Secretary-Treasurer Joseph Lewis of the Union Label and Service Trades Department spoke on the importance of promoting Union Made products at the cash register and gave a resumé of the difficulties experienced in this endeavor and the programs of the future with an emphasis on the Union Label show and news letters.

Commissioner of Labor and Industries of the Commonwealth of Massachusetts, Ernest A. Johnson, addressed the delegates. He stressed the need for labor unity on requests for legislative changes and explained his administration of his department, especially in regard to the child labor laws.

Reverend Francis J. McDonnell spoke of the effects of the Taft-Hartley Law and of the recent trend in legislation in Washington. He called for more democracy in trade unions to help them in their main purpose of substituting

group power for individual weakness in the matter of bargaining for wages, hours and working conditions.

Regional Director, Hugh Thompson, of the AFL-CIO, praised the newly issued Directory of Union Label, Union Made-Union Services and also praised the help that Father McDonnell has given in the recent establishment of a new Laundry Workers' Union.

President Casey appointed the various Committees of the Convention and Resolutions that had been filed were read.

Robert Wiseman, Union Label representative of the Amalgamated Clothing Workers' Union, told of the values his International placed on Union Label drives. He donated three Union Label shirts and a suit.

Secretary-Treasurer Wipfler reported that there are, at the present time, 183 affiliates, 141 in good standing and that the bank balance stood at \$5,744.34 with all bills paid other than those connected with this Convention. He also reported on his work in organizing. He announced his intention not becoming a candidate for re-election.

Nominated as officers and elected by acclamation were President Martin J. Casey; Vice Presidents: From Worcester, James Quinn; Boston, Louis Govoni; Quincy, John Wipfler; Taunton, Arthur Anctil; Cambridge, Albert Wythe; Northampton, William Scott; Westfield, Edward Wall; Springfield, William Farrell; Lowell, Daniel J. Coakley; Salem, James Dunn; Lynn, Ernest Cann. The vacant Vice Presidencies are the following, Norwood, Lawrence and Malden. These will be filled by action of the Executive Council. William H. McNeill and John Jellison were nominated for Secretary-Treasurer.

President Martin J. Casey made his report to the delegates and urged all Internationals to start the drive for Union Labels in their own back yard by insisting on their own Labels, also on compiling of Union Label Directory, 10,000 copies to be distributed throughout the state.

The Convention adopted the following resolutions:

Resolution No. 1. Creation of a Women's Auxiliary.

Resolution No. 2. Encouragement of COPE.

Resolution No. 3. Support of United Rubber Workers, AFL-CIO versus O'Sullivan Rubber Corporation.

Resolution No. 4. Support of United Auto Workers, Local 833, in Kohler strike.

Resolution No. 5. Support of AFL-CIO United Fund Activities.

Resolution No. 6. Invite AFL-CIO Union Label and Service Trades Department to hold its Annual Union Industry Show in Boston either in 1959 or 1960.

Resolution No. 7. Amending the Constitution on duties of the Secretary-Treasurer.

Resolution No. 8. Notification that the Curtis Publishing Co. publications are not printed under Union conditions.

Resolution No. 9. Amending Constitution to admit eligible Locals of the Congress of Industrial Organizations.

Resolution No. 10. Amending Constitution to Correct the Order of Business.

John F. Donovan, Vice President of the AFL-CIO Laundry and Dry Cleaning International Union spoke to the delegates on the creation of his new, clean International Union. Paul Ornburn of the Union Label and Service Trades Department spoke on the Union Label Show. Kenneth J. Kelley, Secretary-Treasurer of the Massachusetts Federation of Labor spoke on the merger as it affected our organization and once again stated his desire to see a Traveling Union Label Exhibit displayed at fairs, conventions and union meetings; this matter is under consideration by officers.

With the election of William H. McNeill as Secretary-Treasurer activities of this Union Label Council will be extended, and International Conventions held in Massachusetts will be addressed. The officers of the Council will cover their respective Districts and see that union members receive copies of "State Union Label and Services Directory." We expect local Union Label Councils will publish directories of WHERE TO BUY.

The Council will endeavor to furnish any information on Union Labels and Services and WHERE TO OBTAIN SAME.

Cooperation of all unions and members is requested so that we may achieve our goal, that Massachusetts shall lead in Sales of Union Label items and Patronage of Union Services.

The UNION LABEL AND SERVICES are the most powerful weapons workers have. USE THEM.

UNION LABEL

Provides ONLY Guide for Consumers to Labor Standards

Standards of quality for consumer goods and services are established in a number of different ways. Governmental bureaus, private and public agencies and groups of various description evaluate merchandise and publish informative reports.

However, besides such groups which profess an unselfish devotion to the protection of the interests of the consumer, there still remains *ONE* and *ONLY ONE* way to determine the standards of labor which are combined with the raw materials to make the product. This is the appearance of the *Union Label* on the product itself, to assure the consumer that the men and women who make the product work for fair wages and under decent conditions.

The *Union Label* not only gives the purchaser knowledge concerning the standards of labor that prevail in the making of the product, but it also denotes an unmatched quality of workmanship—a quality which stems from the pride of true craftsmanship found only among those skilled workers whose labor is represented by the label.

SOME LEGAL DEVELOPMENTS DURING THE PAST YEAR

By ROBERT M. SEGAL, *Counsel, Mass. Federation of Labor*

The past year has seen several important decisions in the labor field by the U. S. Supreme Court as well as by the Supreme Judicial Court of Massachusetts. On a federal level, the Court seems to be limiting the federal preemption doctrine, while at the state level new and far-reaching decisions occurred under the state Anti-injunction Law as well as under the Unemployment and Workmen's Compensation Laws.

1. U. S. Supreme Court

The Supreme Court passed upon numerous issues that are of importance to organized labor. In two vital decisions the Court has permitted inroads in its preemption doctrine. In *IAM v. Gonzales*, 42 LRRM 2135, the Court held that a state court may award damages to a wrongfully expelled union member for loss of wages and mental suffering despite the fact that the employee had a remedy under the federal law. At the same time, the Court, in *UAW v. Russell*, 42 LRRM 2142, held that the Federal Labor Relations Act did not deprive a state court of jurisdiction to award compensatory and punitive damages to an employee who was prevented from working because of a mass picket line and unlawful picketing. The consequences of these decisions can be very severe, particularly in those states where the courts and juries are anti-labor. As Justice Warren pointed out in his dissent, the awarding of so-called punitive damages could very likely bankrupt a union "or at the very least deprive it of the means necessary to perform its role as bargaining agent of the employees it represents." The Court has also emasculated its original holding to the *Thornhill* case that peaceful picketing is protected free speech and in *Teamsters Local v. Vogt*, 40 LRRM 2208 held that a state may ban peaceful organizational picketing. (But cf. *Teamsters Local 795 v. Newell*, 42 LRRM 2023.)

The long and bitter dispute over the status of hot-cargo contracts under the Taft-Hartley Acts secondary boycott ban has been finally resolved by the Court in *Local 1976, Carpenters v. NLRB*, 42 LRRM 2243. The net effect of the holding is that unions may enter into hot-cargo agreements but if the employer refuses to abide by the terms of the agreement, the union may not enforce its terms by appeals to the employees covered thereby.

In *Staub v. City of Baxley*, 41 LRRM 2307, a city ordinance requiring a permit before an organizer could solicit members was held unconstitutional as an infringement on free speech. In *Youngdahl v. Rainfair, Inc.*, 41 LRRM 2169, the Supreme Court held that a state court had jurisdiction to enjoin violence on the picket line but could not enjoin peaceful picketing where the employer was subject to federal law. The Court reversed an order of the Board predicated on a finding that the employer unlawfully assisted a non-complying union and directing the employer to withdraw recognition until it received a Board certification. The Court held that the order was an abuse of Board discretion for it prevented the non-complying union from

establishing its majority status through other means than a Board certification. *NLRB v. District 50*, 41 NLRB 2449.

In *Borg-Warner Corp. v. NLRB*, 42 LRRM 2034, the Court upheld a Board order finding that the employer had refused to bargain in good faith when it insisted as a condition precedent to a contract that the union agree to a clause calling for a pre-strike vote by union and non-union employees on the employer's last offer. The Court also found it unlawful for the employer to insist on contracting only with the local union when the International was certified. In substance, the Court held that while a party may seek to bargain over matters not included in "wages, hours and other terms and conditions of employment," it may not condition a contract upon the acceptance of such proposals.

In two other decisions (*NLRB v. Steelworkers, CIO* and *Nutone, Inc.*, 42 LRRM 2324 and *Avondale Mills*) the Court held that management did not violate the Taft-Hartley Law where it had a valid no-solicitation or no-distribution rule but it was at the same time engaging in anti-union solicitation. This ruling cuts down some of the possible means open to unions to reach the minds of the employees.

2. First Circuit Court of Appeals

In *Roy Sons v. NLRB*, 41 LRRM 2445, the union had a dispute with a lumber company but picketed a contracting company which was owned by the same individuals. The Board found no violation of the secondary boycott provisions of Taft-Hartley on the ground that the contracting company was not a neutral party in that there was common ownership and the contracting company purchased a substantial amount of materials from the lumber company. The Court reversed holding that common ownership of itself is not sufficient to create an "ally" relationship. The Court pointed out that although there was potential common control, there was not actual common control over labor policies or other phases of the operations, and in the absence of such common control, the contracting company was a neutral employer under the Act.

In *Local 149 v. General Electric Co.*, 41 LRRM 2247, the Court refused to compel arbitration of a dispute concerning appropriate job classifications for the reason that the contract did not define the duties to be encompassed by each classification and therefore the dispute was not arbitrable. The Court's decision ignores the fact that most collective bargaining agreements do not contain detailed job descriptions and it is normal practice for an arbitrator to consider data beyond the confines of the contract in ascertaining the duties of each job. This case illustrates the difficulties that arise when courts unfamiliar with labor relations and without taking evidence determine questions of arbitrability.

3. National Labor Relations Board

In addition to the decisions of the Courts, the NLRB has alerted the building trades unions that effective November 1, 1958, stiff penalties along the line of the *Brown-Olds* decision will be enforced against closed shop and other illegal practices. Among the penalties proposed would be refunding of all dues and assessments to the members for a six-month period.

Among the contract clauses unlawful under the Taft-Hartley Law are closed shops, preference of employment or referral clauses, health and welfare payments for members only, clauses incorporating into the agreement the local constitution and by-laws if these can be construed as closed shop provisions, clauses which give unions sole control over seniority, hiring and firing, and permit fees and discriminatory classes of membership.

The ITU, in particular, this past year has been plagued with several NLRB cases. In this area, the NLRB went into Federal Court seeking preliminary injunctions in strike situations before the unfair labor practice cases had been heard by the Board, but no injunctions were issued (*Alpert v. ITU and Haverhill Local 38* and *Alpert v. ITU and Worcester Local 165*). Although the Haverhill strike has been settled and a contract entered into, the NLRB is still pressing charges (Case No. 1-CB-429). In Worcester, the strike is still continuing and two NLRB cases are still pending (1-CB-430 and 1-CD-49). In these and other cases involving the ITU, the traditional craft structure of the union is threatened by new and strained interpretations of the Taft-Hartley Law.

The Board has continued its practice of ignoring precedent and adopting rulings contrary to labor's interests. The most flagrant case is that of *Curtis Bros.*, 41 LRRM 1025 where the Board held that peaceful picketing for recognition by a minority union is an unfair labor practice. This was carried further in *Alloy Mfg. Co.*, 41 LRRM 1058, where the Board applied this holding to appeals to customers through a "we do not patronize" list. The effect of these holdings are quite serious. Under the Act, "scabs" are entitled to vote in a representation election but strikers are denied this right. Consequently, after an election in which "scabs" are the only voters, the striking employees will be denied the right to continue to picket and inform the public that the employer is unfair. The *Curtis* case has not been reviewed by the courts and labor hopes that this pernicious holding will be reversed.

In *Retail Associates*, 42 LRRM 1119, the Board has set forth the procedures whereby a union may withdraw from a multi-employer bargaining unit. This can be done by giving adequate written notice prior to the date set by the contract for modifications or prior to the agreed-upon date for beginning of multi-employer negotiations. Where negotiations have begun, abandonment of the unit will be permitted only by mutual consent in the absence of unusual circumstances.

In *General Metals Corp.*, 42 LRRM 1145, the Board held that a union may picket the premises of a secondary employer who is doing struck work for a primary employer with whom the union has a dispute. This holding is in accord with court decisions and recognizes that an employee who performs struck work is not a neutral party but has become an ally of the primary employer.

4. Mass. Decisions

The Supreme Judicial Court of Massachusetts during the past year handed down one major decision in the labor-relations field, several in the unemployment compensation area, and numerous decisions on the workmen's compensation. In *Poirier v. Justices of the Superior Court*, 1958 A.S. 797, the Court had the first test of the State's amended Anti-injunction Act of 1950. In this case, the Brockton Building Trades Council had picketed a non-union

contractor with stranger pickets but was temporarily enjoined by a Superior Court judge who refused to report the case. On appeal to the full bench, the Supreme Court in its first decision involving the anti-injunction law held that this case was a labor dispute under the new statute even though there was stranger picketing and that the court below had to make all the seven necessary findings before issuing any injunction and that the case should have been reported to the full bench. This brings Massachusetts in line with the federal decisions under the Norris La-Guardia Law and represents a major legal gain for labor.

In *Henry J. Lamont et al v. Director of the Division of Employment Security*, 1958 A.S. 593, an employee retired under a compulsory pension or retirement provision of a collective bargaining agreement with the union and thereafter available for work, was held not to be entitled to unemployment compensation benefits. The court holds the individual is bound as though the contract was made directly with him on the theory that if he accepts the benefits he must also accept the burdens of the agreement. The Massachusetts Federation of Labor has filed a bill in the 1958 Legislature to correct this strained decision.

a. Workmen's Compensation Cases

In considerable litigation in the workmen's compensation field, the court again reiterated its earlier position upholding the expertness and fact-finding powers of the Industrial Accident Board, stating that finding of facts made by the Board will not be reversed unless based on an erroneous interpretation of the law or where the finding is lacking in evidential support. The Court followed this view in *Raymond F. Royer's case*, 1957 A.S. 997, where the Board found that a heart attack could be caused by running a snake wire through a sewer pipe accompanied by bending and lifting. Again this view was adopted in *Michael D. Mahoney's (dependent's) case*, 1958 A.S. 941, where the Board's determination that an employee who died of gradual accumulation of asbestos dust was injured on the last day of his employment and further that he was totally disabled from 1948 to his death in 1956.

This doctrine was applied in several special circumstances. The Board's determination, that an employee who received three successive back injuries in the period 1947 to 1954 arising out of his employment had no period of compensable disability in that he continued to work, was allowed to stand as a finding of fact (*William M. Corey's case*, 1957 A.S. 811). Similarly, where the Board determined that a claimant was an independent contractor and not an employee, by applying the principle of agency of direction and control of the details of work to the facts, the denial of benefits to an injured chicken farmer operating on his own property was affirmed (*Fred D. Hartman's case*, 1957 A.S. 1187). In *James J. McConolouge's case*, 1957 A.S. 1073 where an employee returned to work for another employer and sustained a second back injury, the Court stated that the whole burden of compensation for the subsequent incapacity rests upon the insurer covering the risk at the time of the most recent injury that bears a casual relation to the disability. This determination being one of fact, the Board's determination as to which insurer should pay compensation is allowed to stand. See *Najeeb Sarkes's case*, 1958 A.S. 205 for similar reasoning in the case of successive hernia; also: *John Long's case*, 1958 A.S. 807.

A significant departure from previous decisions, though in a limited area, was made by the Court in *Stanley Baran's case*, 1957 A.S. 1023, where an employee using a common egress from the employer's premises was shot by a stray bullet from a nearby home. The Board denied liability based on *Harbroe's case*, 223 Mass. 139, where a night watchman was injured in an exchange of bullets with police mistaking him for a thief. Although the Court does not overrule the earlier case, it clearly departs from it by stating that there is a casual connection between the employment and the injury if the employment exposed the employee to the risk which caused the injury. The Court awards compensation on the basis of other Board findings that the employment brought the employee in contact with the risk of being shot and therefore he sustained an injury arising out of and in the course of his employment.

Further light was shed on the problem of the need for medical testimony in *Albert E. Lovely's case*, 1957 A.S. 1199 where a dishwasher in a bakery claimed he sustained a hernia while carrying a 100 lb. bag of sugar from the cellar but offered no medical testimony and no contrary evidence was offered by insurer. The Board denied benefits saying that even if under previous decisions it is unnecessary to have direct medical testimony on the injury, it would be necessary to determine the period of disability. The Court held that the restrictions of *Crowley's case* do not apply in simple cases where events happen in close point of time and finds therefore the Board's ruling based on an erroneous construction of the law and returns it for further findings of fact.

In *Frank Channell's (dependent's) case*, 1958 A.S. 367, the Court upheld the Board ruling that the insurer was not prejudiced by failure to file a claim or notice of injury until after the employee died some 3 to 4 months after the alleged injury even though an opposite finding would also have been sustained. All witnesses except the deceased were available to the insurer and there was evidence of good medical treatment. See: *Phyllis A. Clifford's case*, 1958 A.S. 373 where an injury reported in 1952 did not result in disk operation until 1955, the court upheld the Board in granting benefits and denying insurer's contention of prejudice in that their right to examine her was not abridged.

5. Conclusion

The increasing trend for litigation in the labor relations field has alerted labor unions to the importance of the law. In addition, the current restrictive position of the NLRB especially relative to building trades unions and the ITU has awakened unions to the great dangers of the Taft-Hartley Act.

AFFILIATIONS

In the fiscal year July 1st, 1957 to June 30, 1958, the Federation secured 45 additional affiliations of which 6 were re-affiliating locals. This increase, however, is more than offset by the fact that a total of 77 locals were lost as a result of suspensions, mergers, withdrawals, etc. More than half of this substantial reduction is represented by 19 Teamsters locals, 10 Bakery and Confectionery Workers locals and 5 Laundry Workers locals that this State Federation was directed to disaffiliate as of January 1st, 1958, by order of President Meany and the Executive Council of the AFL-CIO.

The 34 locals involved were paying per capita tax on a total of 21,146 members which amounted to annual revenue of \$11,418. Since July 1st, 1958, a number of the Bakery Workers and Laundry Workers locals have re-affiliated as a result of their transferring their allegiance to the newly chartered internationals in their respective jurisdictions that have been established by the AFL-CIO.

Accordingly, as of June 30th, 1958, the number of organizations affiliated with the Massachusetts Federation of Labor was 740, a net reduction of 32 since the 1957 annual convention. Indications are that the total number of affiliates will increase substantially by the time of the 72nd Annual and Merger Convention scheduled for December 3, 4, 5 and 6.

Currently a campaign is under way to induce all unaffiliated locals to join the Massachusetts Federation of Labor and the new merged state labor organization that will be created shortly. To date, the response to this drive has been most encouraging. The responsibility for bringing the Federation up to its full numerical strength deserves the prompt cooperation of national and international unions as well as the officers of the Federation and the unaffiliated locals. The services and legislative representation which the Federation is uniquely equipped to render, is the best investment that any union can make.

As I have stated frequently in the past, it is inconsistent for unions which rightfully resent "free riders" in a particular plant or trade, to commit the same offense themselves by being "free riders," sharing in the legislative and other benefits which the Federation secures but being unwilling to carry their share of the freight to support this vitally essential organization.

New Affiliations from July 1, 1957, Through June 30, 1958

District I

American Federation of State, County and Municipal Employees
1308, Boston

American Federation of State, County and Municipal Employees
1406, Boston

Building Service Employees
285, Boston

Building Service Employees
385, Boston (Reaff.)

Building Service Employees
410, Boston
Carpenters
67, Boston
Carpenters
218, Boston
Electrical Workers
1103, Boston
Electrical Workers
1452, Boston
Machinists
301, Boston
Painters
11, Boston
Railway and Steamship Clerks
71, Boston
Railway and Steamship Clerks
74, Boston
Railway and Steamship Clerks
1244, Boston (Reaff.)
Street Carmen
1509, Boston
United Garment Workers
163, Boston (Reaff.)
Painters
1280, Revere

District II

Carpenters
424, Hingham
Insurance Agents International
138, Randolph

District III

Fire Fighters
762, Gloucester
American Federation of State, County and Municipal Employees
1281, Lynn
Plumbers and Steamfitters
138, Salem

District IV

American Bakery and Confectionery Workers
348, Cambridge (Reaff.)
Painters
400, Everett

American Bakery and Confectionery Workers

458, Somerville (Reaff.)

Teachers

1300, Somerville

District V

Carpenters

1058, Athol

Teachers

Leominster

American Federation of State, County and Municipal Employees

1153, Westboro

Railway and Steamship Clerks

271, Worcester

District VI

Carpenters

390, Holyoke

Insurance Agents International

136, Holyoke

Electrical Workers

710, Northampton

Electrical Workers

284, Pittsfield

Railway and Steamship Clerks

273, Pittsfield

Teachers

1315, Pittsfield

American Federation of State, County and Municipal Employees

1485, Springfield

American Federation of Government Employees

431, Springfield (Reaff.)

Carpenters

96, Springfield

Railway and Steamship Clerks

336, Springfield

Carpenters

979, Williamstown

District VII

Carpenters

1679, North Attleboro

Electrical Workers

437, Fall River

United Textile Workers

292, Fall River

Painters

1827, Hyannis

SUSPENSIONS

The following 24 locals and 2 Central Labor Unions were suspended June 30th, 1958, for dues delinquency, as required by Article IV, Section 9 of the Federation's constitution. These locals were repeatedly notified of their arrearage and were given every opportunity prior to the end of the fiscal year to restore themselves to good standing. The total amount of per capita tax owed by these suspended locals is \$1,991.70.

While some of these organizations may have become inactive or merged with other locals without notifying the Federation office of their changed status, the presumption is that they are still functioning and eligible for re-affiliation with the Massachusetts Federation of Labor upon payment of their arrearage. It is hoped that the locals involved, as well as the Vice Presidents from their respective districts will take the necessary steps to have these locals resume their affiliation.

Unions Suspended June 30, 1958

<i>Union</i>	<i>Local No.</i>	<i>City</i>
Central Labor Union		Amesbury
AFSC & ME	341	Boston
AFSC & ME	435	Boston
AFSC & ME	479	Boston
AFSC & ME	1121	Boston
AFSC & ME	1406	Boston
AFSC & ME	1484	Boston
Building Service Employees	143	Boston
Building Service Employees	385	Boston
Federal Labor Union	22179	Boston
Motor Coach Operators	1038	Boston
Federal Labor Union	22065	Charlestown
Federal Labor Union	20332	Chicopee
Stage Employees	57	Fall River
Hotel & Restaurant Employees	887	Framingham
Barbers	375	Gloucester
Electrical Workers	1517	Holyoke
Paper Workers	1	Holyoke
Retail Clerks	1435	Lynn
Federal Labor Union	24407	Monson
Bartenders	100	New Bedford
Longshoremens	1413	New Bedford
Central Labor Union		Pittsfield
Jewelry Workers	16	Taunton
AFSC & ME	1486	Whitman
Building Service Employees	392	Winthrop

FLAHERTY, BLISS AND COMPANY
Certified Public Accountants
 40 COURT STREET
 BOSTON

September 15, 1958

Massachusetts Federation of Labor
 11 Beacon Street
 Boston, Massachusetts

Gentlemen:

In accordance with instructions we have made an examination of the books and records of the Massachusetts Federation of Labor for the fiscal year ended June 30, 1958. We have prepared and attached hereto the following financial statements:

Exhibit 1 Balance Sheet—June 30, 1958.

Exhibit 2 Statement of Income and Expense and Analysis of Net Worth—
 For the Fiscal Year Ended June 30, 1958.

Schedule 1 Statement of Membership—For the Fiscal Year Ended June 30, 1958.

Schedule 2 Analysis of Cash—June 30, 1958.

Schedule 3 Analysis of Convention Expense.

We comment as follows upon certain items contained in the Balance Sheet.

Cash	\$3,758.55
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The details of the cash are shown in Schedule 2. We reconciled the cash records of the Federation with verifications received from the depositories.

Dues Receivable	\$7,027.74
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At June 30, 1958, the debit balances of the Dues Receivable Ledger amounted to \$7,027.74. All accounts are considered collectible by the accounting office of the Federation. We did not verify any amounts by correspondence.

U. S. Government Securities	\$8,500.00
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The securities belonging to the General Fund consisted of:

	<i>Par Value</i>	<i>Cost</i>
2½% Treasury Bonds Issued February 1, 1944 and Due in 1965-1970	\$8,500.00	\$8,500.00

One of our representatives inspected the above securities on June 6, 1957, at the safe deposit box of the Federation located at the First National Bank of Boston. We have been informed by the bank that the vault has not been visited since that date.

Prepaid Employees' Life Insurance and Retirement Expense	\$4,720.00
--	------------

In May 1958, an annual premium of \$5,664.03, for the period from May 1, 1958, to April 30, 1959, was paid to the Union Labor Life Insurance Company for employees' life insurance and retirement program. As this premium covers ten months of the next fiscal year we have set up as prepaid ten twelfths ($\frac{10}{12}$) of the amount of \$5,664.03.

Due to Committee on Education for Per Capita Tax Billed	\$11,326.05
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The above amount is in agreement with the reciprocal account on the books of the Committee on Education. The amount represents the unpaid per capita tax allocated to the Committee on Education. The dues are assessed and allocated as follows:

Locals having seventy-five or less members and subject to a minimum charge are assessed four cents per member with two and one-half cents of this amount to the Massachusetts Federation of Labor General Fund and the remaining one and one-half cents to the Committee on Education.

Locals having more than seventy-five members are assessed four and one-half cents per member with three cents of this amount to the Massachusetts Federation of Labor General Fund and the remaining one and one-half cents to the Committee on Education.

Net Worth	\$7,916.70
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The details of changes in the Net Worth are shown in Exhibit 2.

Respectfully submitted,

FLAHERTY, BLISS AND COMPANY

Exhibit 1

MASSACHUSETTS FEDERATION OF LABOR

BALANCE SHEET
JUNE 30, 1958*ASSETS*

Cash	\$3,758.55
Dues Receivable	7,027.74
U. S. Government Securities at cost	8,500.00
Prepaid Employees' Life Insurance and Retirement Expense	4,720.00
<i>TOTAL ASSETS</i>	<u><u>\$24,006.29</u></u>

LIABILITIES—DEFERRED CREDITS—NET WORTH

Liabilities:

Due to Committee on Education for Per Capita Tax Billed	\$11,326.05
Accrued Taxes Payable	332.39
Total Liabilities	<u>\$11,658.44</u>

Deferred Credits:

Dues Paid in Advance	\$213.85
1958 Year Book Advertising Paid in Advance	\$7,140.00
Less: Commissions and Expenses	<u>2,922.70</u> <u>4,217.30</u>

Total Deferred Credits	4,431.15
Net Worth (Exhibit 2)	<u>7,916.70</u>

<i>TOTAL LIABILITIES—DEFERRED CREDITS—NET WORTH</i>	<u><u>\$24,006.29</u></u>
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Note: The above statement is part of a report dated September 15, 1958, and is subject to the comments contained therein.

MASSACHUSETTS FEDERATION OF LABOR

Exhibit 2

STATEMENT OF INCOME AND EXPENSE AND ANALYSIS OF NET WORTH
FOR THE FISCAL YEAR ENDED JUNE 30, 1958

Income:

Per Capita Dues from Affiliated Locals:

Billings	\$94,175.87
Less: Share of Dues (1½ cents) allocated to Committee on Education	31,034.12

Net Dues to General Fund of the Federation \$63,141.75

Savings Bank and Bond Interest 294.16

Recovery of Bad Debts from Locals previously suspended and have since been reaffiliated 72.71

1957 Year Book Advertising \$5,021.60

Less: Expenses	\$ 658.42		
Commissions	1,703.72	2,362.14	2,659.46

Total Income to Federation \$66,168.08

Expenses:

Salary of Secretary-Treasurer	\$10,299.64
Salaries—Clerical	13,321.49
Legal Advisor	3,750.64
1957 Annual Convention Expense (See Attached)	11,168.31
Expense of November 23, 1957 Special Convention	1,282.73
Rent and Light	3,240.42
Telephone and Telegraph	1,152.83
Travel	2,628.87
Auditing	450.00
Dues	153.95
Subscriptions and Donations	1,085.25
Executive Council Meeting and Expenses	4,357.92
Payroll Taxes	471.76
Messenger Service	100.65
Office Expense (Including Outside Help of \$238.00) ..	1,012.74
Office Supplies (Including Equipment of \$450.00)	2,054.32
Postage	884.79
Personal Property Taxes	34.40
Blue Cross—Blue Shield	349.80
Towels and Water Expense	96.60
Bad Debts—Owed by Suspended Locals	1,915.75
Tickets	746.50
Printing	175.00
Legislative Advisory Committee—Expenses	559.32
A.F.L.-C.I.O. Merger Committee Meetings and Expenses	617.06
Advertising	105.00
Miscellaneous	526.95
Conference and Meeting Expenses	127.38
Workmen's Compensation Insurance	68.05
Newsclip Service	200.70
Taxation Committee Expense	570.33
Premiums for Life Insurance and Retirement Program for staff employees of Massachusetts Federation of Labor	3,923.95
A.F.L. Convention Expenses—Two Delegates	2,000.00
Legislative Committee Expenses	564.94
Workmen's Compensation Booklets—Printing	418.50

70,416.54

Net Loss for Year Ended June 30, 1958 (\$ 4,248.46)

Net Worth—June 30, 1957 12,165.16

Net Worth—June 30, 1958 \$ 7,916.70

Note: The above statement is part of a report dated September 15, 1958, and is subject to the comments contained therein.

Schedule 1

MASSACHUSETTS FEDERATION OF LABOR
STATEMENT OF MEMBERSHIP
FOR THE FISCAL YEAR ENDED JUNE 30, 1958

	<i>June 30, 1958</i>	<i>June 30, 1957</i>
Affiliated Organizations—Beginning of Period	772	715
Affiliated Organizations—Accepted During Period:		
Reaffiliated Organizations	6	16
New Affiliations	39	62
Total Gains	45	78
Totals	817	793
Affiliated Organizations Lost During Period:		
Locals Suspended for non-payment of Per Capita Dues, Charters Revoked, Inactive Organizations and Organizations dis-affiliated by A.F.L.-C.I.O. Directives	62	17
Locals Resigned	6	3
Locals Dissolved by Merger	9	1
Total Losses	77	21
<i>Affiliated Organizations—End of Period</i>	<u>740</u>	<u>772</u>

Note: The above schedule is part of a report dated September 15, 1958, and is subject to the comments contained therein.

Schedule 2

MASSACHUSETTS FEDERATION OF LABOR

ANALYSIS OF CASH

JUNE 30, 1958

	<i>June 30, 1958</i>	<i>June 30, 1957</i>
Current Fund:		
Petty Cash—General Fund	\$ 25.00	\$ 25.00
First National Bank of Boston:		
Checking Account—General Fund	1,667.21	481.94
Checking Account—Year Book Account	2,062.64	1,624.14
Checking Account—Benefit and Security Plan for Massachusetts Federation of Labor Employees	3.70	
Total Current Fund	<u>\$3,758.55</u>	<u>\$2,131.08</u>
Savings Accounts:		
Boston Five Cents Savings Bank (Book No. 982541)	—	\$1,522.68
Home Savings Bank (Book No. 404189)	—	698.00
Warren Institution for Savings (Book No. 139313)	—	2,192.00
Suffolk Savings Bank (Book No. 555237)	—	613.40
	<u>—</u>	<u>\$5,026.08</u>
Total Cash—All Funds	<u>\$3,758.55</u>	<u>\$7,157.16</u>

Note: The above schedule is part of a report dated September 15, 1958, and is subject to the comments contained therein.

Schedule 3

MASSACHUSETTS FEDERATION OF LABOR
 ANALYSIS OF CONVENTION EXPENSE
 BOSTON, MASSACHUSETTS
 AUGUST 5-9, 1957

Printing—Proceedings	\$3,225.93	
Officers' Reports	979.70	
Resolutions	718.48	
Convention Call and Convention Credentials	195.17	
Legislative Agent's Report	247.50	
Copies of Constitution	190.00	
Miscellaneous	298.43	
		<u>\$5,855.21</u>
Hotel—Rooms, Meals, Gratuities, etc.		2,996.25
Convention Badges		518.46
Credential Committee		200.00
Union Label Committee		75.00
Sergeant-at-Arms Expense		150.00
Stenotyping and Typewriting		632.82
Entertainment		100.00
Signs, Posters and Plaques		255.00
Convention Photos		111.00
Miscellaneous		274.57
		<u> </u>
Total		<u><u>\$11,168.31</u></u>

Note: The above schedule is part of a report dated September 15, 1958, and is subject to the comments contained therein.

FLAHERTY, BLISS AND COMPANY

Certified Public Accountants

40 COURT STREET

BOSTON

September 15, 1958

Massachusetts Federation of Labor
Committee on Education
11 Beacon Street
Boston, Massachusetts
Gentlemen:

In accordance with instructions we have made an examination of the financial records of the Committee on Education for the fiscal year ended June 30, 1958, and in conjunction therewith hereby submit the following:

Exhibit 1 Balance Sheet—June 30, 1958

Exhibit 2 Statement of Income and Expense and Analysis of Net Worth—
For the Year Ended June 30, 1958.

We comment as follows about the items shown in Exhibit 1:

<i>Cash in Bank and on Hand</i>	<u>\$3,015.28</u>
The above cash consists of the following:	
General—Checking Account	\$ 787.44
Samuel Gompers' Checking Account	658.75
Committee on Political Education Checking Account (allocation of C.O.P.E. Contributions)	1,544.09
Petty Cash	<u>25.00</u>
<i>Total</i>	<u>\$3,015.28</u>

The balance in each of the checking accounts maintained at The First National Bank of Boston was reconciled with verifications as of June 30, 1958. We did not count the petty cash fund.

These funds may be used pursuant to the provision in Article 6, Section 7A of the constitution of the Massachusetts Federation of Labor for political, educational and administrative expenses within the provisions of state and federal laws.

Due from Massachusetts Federation of Labor for Per Capita Dues Billed \$11,326.05

At June 30, 1958, the Massachusetts Federation of Labor was indebted to the General Fund of the Committee on Education in the amount of \$11,326.05. This balance is in agreement with the reciprocal account as shown on the records of the Massachusetts Federation of Labor.

Massachusetts Unemployment Tax Payable \$9.60

At June 30, 1958, the second quarter Massachusetts unemployment tax payable amounted to \$9.60.

Social Security and Withholding Taxes Payable \$177.36

At June 30, 1958, the above consisted of the following:

Social Security Taxes \$ 40.76

Withholding Taxes 136.60

Total \$177.36

Accrued Federal Unemployment Tax \$14.67

Federal unemployment tax accrued through June 30, 1958, amounted to \$14.67.

Scholarship Awards Payable \$1,000.00

This represents amounts payable to winners of scholarships. At June 30, 1958, these awards had not been presented.

Net Worth \$13,139.70

An analysis of the activity in this account for the year ended June 30, 1958, follows:

Balance—June 30, 1957 \$ 6,535.27

Add: Net Income for Year 6,604.43

Balance—June 30, 1958 \$13,139.70

Respectfully submitted,
FLAHERTY, BLISS AND COMPANY

Exhibit 1

MASSACHUSETTS FEDERATION OF LABOR
COMMITTEE ON EDUCATION
BALANCE SHEET
JUNE 30, 1958

ASSETS

Cash in Bank and on Hand	\$ 3,015.28
Due from Massachusetts Federation of Labor	(1) 11,326.05
<i>TOTAL ASSETS</i>	<u>\$14,341.33</u>

LIABILITIES AND NET WORTH

Liabilities:

Massachusetts Unemployment Tax Payable	\$ 9.60
Social Security and Withholding Taxes Payable	177.36
Accrued Federal Unemployment Tax	14.67
Scholarship Awards Payable	1,000.00
Total Liabilities	<u>\$ 1,201.63</u>
Net Worth	<u>13,139.70</u>
<i>TOTAL LIABILITIES AND NET WORTH</i>	<u>\$14,341.33</u>

Notes: (1) This amount is in part represented by unpaid dues at June 30, 1958, from local unions that have not paid their per capita dues to the Massachusetts Federation of Labor.

(2) The above statement is part of a report dated September 15, 1958, and is subject to the comments contained therein.

Exhibit 2

MASSACHUSETTS FEDERATION OF LABOR

COMMITTEE ON EDUCATION

STATEMENT OF INCOME AND EXPENSE AND ANALYSIS OF NET WORTH
FOR THE YEAR ENDED JUNE 30, 1958

	<i>Special Funds</i>	<i>General Fund</i>	<i>Total</i>
Income:			
Per Capita Tax (1½ cents of Per Capita Dues allocated to this committee)		\$31,034.12	\$31,034.12
Pro Rata Share of Recovery of Per Capita Tax from Locals previously suspended by Federation		36.54	36.54
Gompers Banquet:			
Receipts	\$5,763.00		
Expenses	4,131.51	\$1,631.49	1,631.49
Received from Committee for Political Edu- cation—Washington, D. C.	1,136.13		1,136.13
Totals	\$2,767.62	\$31,070.66	\$33,838.28
Expenses:			
Director's Salary		\$7,999.68	
Office Salaries		3,773.50	
Rent and Light		1,935.58	
Postage		586.78	
Telephone and Telegram		695.69	
Office Supplies and Expense		769.13	
Tickets and Donations		1,060.00	
Payroll Taxes		231.59	
Auditing		210.00	
Messenger Service		79.10	
Towels and Water		73.50	
Travel		881.55	
Blue Cross-Blue Shield		274.20	
Miscellaneous		133.23	
Reporter Expenses		724.00	
Labor Institute—Expenses	\$3,264.15		
Receipts	2,890.00	374.15	
1957 Annual Convention Expense		1,212.99	
Expense of November 23, 1957 Convention		36.00	
Physical Handicap Program		250.00	
Scholarship Awards—1957—Two		1,000.00	
Robert Watt Fellowship Awards—1957—Two		3,000.00	
Scholarship and Fellowship Expenses		1,933.18	
Total Expenses			27,233.85
Net Income for Year Ended June 30, 1958			\$ 6,604.43
Net Worth—June 30, 1957			6,535.27
Net Worth—June 30, 1958			\$13,139.70

Note: The above schedule is part of a report dated September 15, 1958, and is subject to the comments contained therein.

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